

State of Kansas

2004 Workforce Report

**Department of Administration
Division of Personnel Services**

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Introduction

The Department of Administration, Division of Personnel Services presents its seventh annual State of Kansas Workforce Report. This report presents facts and statistics about the state government workforce for fiscal year 2004. It supplies information from both statewide and agency perspectives, providing useful fact-based data for human resource planning and decision-making.

The size of the state workforce has declined nearly 6% since Fiscal Year 1997 and over 10% since 1993, and continued reductions are planned as the first of the Baby Boomers begin to retire. These reductions will provide a range of challenges to the State of Kansas as it prioritizes its responsibilities and continues its commitment to quality programs and services with a smaller workforce.

The information presented in this report was gathered from SHARP (Statewide Human Resource and Payroll System), the Kansas Department of Human Resources (now called the Department of Labor), and the U.S. Census Bureau.

The Division of Personnel Services welcomes your comments and questions regarding this report. Please call Jan Cavalieri at (785) 296-4743 or email at jan.cavalieri@da.state.ks.us if you have comments or questions.

State of Kansas
Fiscal Year 2004
Statistical Highlights

Profile of Classified and Unclassified Employees

	Classified	Unclassified
Number of Employees	23,940	13,027
Average Age	46	46
Average Length of Service	13	12
Average Annual Salary	\$32,544	\$55,216
Percent Ethnic Minorities	12.9	13.1

Source: SHARP (June 2004); Excludes legislators, temporary, and student employees.

General Kansas Statistics Compared to Other U.S. States

Kansas Population 2,694,641

Source: U.S. Census bureau (July 2002)

Rank out of 50 States

Population	32nd
Number of State Employees (per 10,000 population)	29th
Average Annual State Workers' Salary	30th

Source: U.S. Census Bureau (July 2002)

Comments: The rank of State Employees per 10,000 Population and Average Annual State Workers' Salary rank were derived from the most recent information from the U.S. Bureau of the Census. The Bureau includes data not only from the Central records of a government's finance or payroll office, but also those of independent educational institutions, semi-autonomous boards, special authorities, and may include city and county governments.

Kansas Government Functions

General Government

Agency Number and Name

028 Accountancy, Board of
173 Administration, Department of
082 Attorney General
094 Banking Department
100 Barbering, Board of
102 Behavioral Sciences Regulatory Board
122 Citizens' Utility Ratepayer Board
300 Commerce and Housing, Department of
143 Corporation Commission, Kansas
149 Cosmetology, Board of
159 Credit Unions, Department of
167 Dental Board, Kansas
247 Governmental Ethics Commission
252 Governor, Office of the
105 Healing Arts, Board of
270 Health Care Stabilization Fund Bd of Governors
058 Human Rights Commission
328 Indigents Defense Services, Board of
331 Insurance Department
349 Judicial Council
677 Judiciary
365 KS Public Employees Retirement System
360 Kansas, Inc.
422 Legislative Coordinating Council
540 Legislative Division of Post Audit
425 Legislative Research Department
428 Legislature
446 Lieutenant Governor, Office of the
450 Lottery, Kansas
204 Mortuary Arts, Board of
482 Nursing, Board of
488 Optometry Examiners, Board of
531 Pharmacy, Board of
553 Racing and Gaming Commission, Kansas
543 Real Estate Appraiser Board
549 Real Estate Commission, Kansas
565 Revenue, Department of
579 Revisor of Statutes
622 Secretary of State
625 Securities Commissioner, Office of the
562 Tax Appeals, Board of
663 Technical Professions, Board of
371 Technology Enterprise Corp, Kansas
670 Treasurer, State
700 Veterinary Examiners, Board of

Public Safety

Agency Number and Name

034 Adjutant General
355 Atchison Juvenile Correctional Fac
325 Beloit Juvenile Correctional Facility
521 Corrections, Department of
195 El Dorado Correctional Facility
177 Ellsworth Correctional Facility
206 Emergency Medical Services Board
234 Fire Marshal, State
280 Highway Patrol
313 Hutchinson Correctional Facility
083 Investigation, Kansas Bureau of
350 Juvenile Justice Authority
400 Lansing Correctional Facility
408 Larned Correctional Mental Health Facility
412 Larned Juvenile Correctional Facility
581 Norton Correctional Facility
147 Ombudsman for Corrections
523 Parole Board, Kansas
626 Sentencing Commission, Kansas
660 Topeka Correctional Facility
319 Topeka Juvenile Correctional Facility
712 Winfield Correctional Facility

Education

Agency Number and Name

604 Blind, School for the
610 Deaf, School for the
652 Education, Department of
379 Emporia State University
246 Fort Hays State University
288 Historical Society, State
359 Kansas Arts Commission
367 Kansas State University
683 KU Medical Center
434 Library, State
385 Pittsburg State University
561 Regents, Board of
682 University of Kansas
715 Wichita State University

Transportation

Agency Number and Name

276 Transportation, Kansas Department of

Kansas Government Functions

Agriculture & Natural Resources

Agency Number and Name

046 Agriculture, Department of
055 Animal Health Department
634 Conservation Commission, State
373 Fair, Kansas State
264 Health and Environment - Environment
709 Water Office, Kansas
710 Wildlife and Parks, Department of

Human Resources

Agency Number and Name

039 Aging, Department on
261 Guardianship Program, Kansas
264 Health and Environment, Department of Health
296 Human Resources, Department of
410 Larned State Hospital
363 Neurological Institute, Kansas
494 Osawatomie State Hospital
507 Parsons State Hospital and Training Center
555 Rainbow Mental Health Facility
629 Social and Rehabilitation Services, Dept of
694 Veterans' Affairs, Commission on

Source: Fiscal Year 2004 Budget Comparison Report, Schedule 7. Department of Human Resources is currently called the Department of Labor.

Number of Positions by Agency

Full Time Equivalent (FTE) Positions

Fiscal Year

FY 98-04

Agency Name	1998	1999	2000	2001	2002	2003	2004	+/-
Accountancy, Board of	3.0	3.0	3.0	3.0	3.0	3.0	3.0	0.0
Adjutant General	218.0	215.0	215.0	215.0	215.0	215.0	215.0	-3.0
Administration, Department of	855.4	861.5	885.4	874.4	879.4	882.2	888.2	32.8
Aging, Department on	159.5	156.0	157.0	157.0	157.0	157.1	221.0	61.5
Agriculture, Department of	311.0	304.0	312.5	303.2	303.5	300.5	298.5	-12.5
Animal Health Department	29.0	30.0	30.0	30.0	31.0	31.0	31.0	2.0
Atchison Juvenile Correctional Fac	119.0	120.0	120.0	120.0	120.0	119.0	119.0	0.0
Attorney General	86.0	87.0	90.0	91.0	95.5	95.0	95.0	9.0
Banking Department	71.0	68.0	75.0	77.0	85.0	85.0	86.0	15.0
Barbering, Board of	1.5	1.5	1.5	1.5	1.5	1.5	1.5	0.0
Behavioral Sciences Regulatory Board	6.5	6.5	6.8	7.8	8.0	8.0	8.0	1.5
Beloit Juvenile Correctional Facility	92.0	92.0	104.0	104.0	104.0	104.0	103.0	11.0
Blind, School for the	92.5	93.5	92.5	92.5	93.5	93.5	93.5	1.0
Citizens' Utility Ratepayer Board	3.0	3.0	3.0	4.0	-	5.0	5.0	2.0
Commerce, Department of	134.0	132.0	133.0	136.0	149.0	148.0	108.5	-25.5
Conservation Commission, State	14.0	13.5	13.5	13.5	14.5	15.5	15.5	1.5
Consumer Credit Commissioner	7.0	-	-	-	-	-	-	-7.0
Corporation Commission, Kansas	211.0	211.0	209.0	209.0	210.0	210.0	210.0	-1.0
Corrections, Department of	303.0	302.0	313.0	321.0	319.0	319.0	322.0	19.0
Cosmetology, Board of	11.0	12.0	12.0	12.0	12.0	12.0	12.0	1.0
Credit Unions, Department of	12.0	12.0	12.0	12.0	13.0	13.0	13.0	1.0
Deaf, School for the	175.5	175.5	174.5	173.5	173.5	173.5	173.5	-2.0
Dental Board, Kansas	1.6	1.6	2.0	2.0	2.5	2.5	2.5	0.9
Education, Department of	204.0	207.5	199.5	201.5	190.5	208.0	208.3	4.3
El Dorado Correctional Facility	386.0	386.0	386.0	453.0	468.5	466.5	466.5	80.5
Ellsworth Correctional Facility	185.5	184.5	184.5	182.5	223.0	223.0	223.0	37.5
Emergency Medical Services Board	13.0	13.0	13.0	13.0	13.0	13.0	13.0	0.0
Emporia State University	738.8	757.2	764.3	763.3	758.1	775.1	742.3	3.5
Fair, Kansas State	18.0	18.0	21.0	22.0	22.0	22.0	23.0	5.0
Fire Marshal, State	40.0	40.0	44.0	44.0	46.0	46.0	46.0	6.0
Fort Hays State University	689.2	702.7	710.6	710.6	722.6	723.6	705.6	16.4
Governmental Ethics Commission	9.0	9.0	9.0	9.0	9.0	9.0	9.0	0.0
Governor, Office of the	30.0	30.0	29.0	30.0	30.0	29.0	34.0	4.0
Guardianship Program, Kansas	12.0	13.0	13.0	13.0	13.0	13.0	12.0	0.0
Healing Arts, Board of	27.0	27.0	29.0	29.0	29.0	29.0	29.0	2.0
Health and Environment, Dept of Env	401.0	412.0	410.0	410.0	478.0	488.0	484.0	83.0
Health and Environment, Dept of Health	420.0	424.5	433.5	431.5	523.0	513.0	404.5	-15.5
Heath Care Stabilization Fund Bd of Gov	16.0	16.0	16.0	16.0	16.0	16.0	16.0	0.0
Hearing Aid Board of Examiners	-	0.4	0.4	0.4	0.4	0.4	0.4	0.4
Highway Patrol	782.8	793.8	808.8	823.8	823.8	823.8	823.8	41.0
Historical Society, State	136.5	138.5	137.5	136.5	136.5	136.5	136.5	0.0
Human Resources, Department of	1,002.5	1,003.5	996.5	964.3	964.3	940.4	940.4	-62.1
Human Rights Commission	37.0	37.0	36.0	36.0	37.0	37.0	36.0	-1.0
Hutchinson Correctional Facility	511.0	510.0	509.0	510.0	512.0	512.0	513.0	2.0
Indigents Defense Services, Board of	170.0	165.0	165.0	161.0	164.0	165.5	165.0	-5.0
Insurance Department	161.5	163.5	164.5	157.0	157.0	157.0	157.0	-4.5
Investigation, Kansas Bureau of	195.5	194.0	203.0	200.0	200.0	200.0	200.0	4.5
Judicial Council	4.0	4.0	4.0	4.0	4.0	4.0	4.0	0.0
Judiciary	1,766.0	1,787.5	1,813.5	1,814.5	1,815.5	1,816.0	1,816.3	50.3
Juvenile Justice Authority	30.0	32.0	32.0	34.0	37.0	38.0	39.0	9.0
Kansas Arts Commission	8.0	8.0	8.0	8.0	8.0	8.0	8.0	0.0
KS Public Employees Retirement Sys	76.0	76.0	76.0	79.0	84.0	85.0	85.0	9.0
Kansas State University	4,670.0	4,671.7	4,680.5	4,675.5	4,697.4	4,890.6	4,830.5	160.5
Kansas, Inc.	5.0	5.0	4.0	4.0	4.0	4.0	4.0	-1.0
KU Medical Center	4,618.5	4,469.8	2,494.7	2,489.7	2,448.7	2,352.3	2,283.8	-2,334.7
Lansing Correctional Facility	703.0	701.5	707.0	703.0	710.0	710.0	710.0	7.0
Larned Correctional Mental Health Fac	178.0	177.0	176.0	187.0	186.0	186.0	186.0	8.0
Larned Juvenile Correctional Facility	127.0	128.0	128.0	128.0	129.0	148.0	148.0	21.0
Larned State Hospital	771.6	765.6	766.6	760.6	747.8	725.8	792.8	21.2
Legislative Coordinating Council	11.0	13.0	13.0	13.0	13.0	13.0	13.0	2.0
Legislative Division of Post Audit	20.0	20.0	21.0	21.0	21.0	21.0	21.0	1.0
Legislative Research Department	37.0	37.0	37.0	37.0	37.0	37.0	37.0	0.0
Legislature	30.0	31.0	32.0	33.0	36.0	33.0	33.0	3.0
Library, State	27.0	27.0	27.0	27.0	27.0	27.0	27.0	0.0

Number of Positions by Agency
Full Time Equivalent (FTE) Positions

Agency Name	Fiscal Year							FY 98-04
	1998	1999	2000	2001	2002	2003	2004	+/-
Nursing, Board of	16.5	16.5	16.5	16.5	22.0	22.0	22.0	5.5
Ombudsman for Corrections	4.0	4.0	3.5	3.5	3.5	3.5	-	-4.0
Optometry Examiners, Board of	1.0	1.0	1.0	1.0	1.0	1.0	0.8	-0.2
Osawatomie State Hospital	529.4	485.4	482.4	481.4	477.4	477.4	436.3	-93.1
Parole Board, Kansas	4.0	4.0	4.0	4.0	4.0	4.0	3.0	-1.0
Parsons State Hospital and Training Center	524.0	523.0	516.0	516.0	515.4	513.5	424.2	-99.8
Pharmacy, Board of	6.0	6.0	6.0	6.0	6.0	6.0	7.0	1.0
Pittsburg State University	717.0	735.0	800.2	799.2	794.0	796.3	789.7	72.7
Racing and Gaming Commission, Kansas	52.0	62.0	71.0	72.0	64.0	64.0	67.0	15.0
Rainbow Mental Health Facility	143.4	142.5	136.4	134.4	132.4	126.8	112.3	-31.1
Real Estate Appraiser Board	3.0	3.0	3.0	3.0	3.0	3.0	2.0	-1.0
Real Estate Commission, Kansas	14.0	14.0	14.0	13.0	13.0	13.0	13.0	-1.0
Regents, Board of	18.0	18.0	26.0	28.0	43.0	54.0	54.0	36.0
Revenue, Department of	1,179.5	1,184.0	1,180.0	1,162.0	1,196.0	1,196.0	1,196.0	16.5
Revisor of Statutes	26.0	26.0	26.0	26.0	26.0	26.0	26.0	0.0
Secretary of State	54.0	53.0	54.0	57.0	57.0	56.0	56.0	2.0
Securities Commissioner, Office of the	27.0	27.0	27.8	27.8	27.8	27.8	27.8	0.8
Sentencing Commission, Kansas	9.0	9.0	9.0	10.0	10.0	10.0	7.0	-2.0
Social and Rehabilitation Services, Dept	4,317.0	4,194.1	4,169.5	3,896.6	3,986.1	4,048.5	3,981.5	-335.5
Tax Appeals, Board of	30.0	37.0	31.0	31.0	31.0	28.0	26.0	-4.0
Technical Professions, Board of	5.0	6.0	6.0	6.0	6.0	6.0	6.0	1.0
Technology Enterprise Corp, Kansas	18.0	18.0	18.0	18.0	19.0	29.0	27.0	9.0
Topeka Correctional Facility	300.0	300.0	304.0	304.0	247.0	249.0	248.0	-52.0
Topeka Juvenile Correctional Facility	222.0	222.0	226.0	226.0	226.0	226.0	394.0	172.0
Transportation, Department of	3,139.5	3,111.5	3,219.5	3,247.5	3,247.5	3,247.5	3,247.5	108.0
Treasurer, State	56.5	55.5	55.5	55.5	55.5	55.5	55.5	-1.0
University of Kansas	4,406.0	4,551.9	4,578.1	4,574.1	4,485.1	4,486.5	4,180.3	-225.7
Veterans' Affairs, Commission on	189.8	227.8	337.8	454.8	555.8	558.3	558.8	369.0
Veterinary Examiners, Board of	2.0	3.0	3.0	3.0	3.0	3.0	3.0	1.0
Water Office, Kansas	21.5	21.5	22.5	22.5	22.5	22.5	22.5	1.0
Wheat Commission, Kansas	8.0	8.0	8.0	-	-	-	-	-8.0
Wichita State University	1,681.6	1,731.4	1,728.0	1,726.5	1,727.3	1,727.3	1,667.6	-14.0
Wildlife and Parks, Department of	393.5	392.3	393.5	393.5	406.5	406.5	406.5	13.0
Winfield Correctional Facility	202.0	202.0	201.0	200.0	201.0	201.0	201.0	-1.0
Winfield State Hospital and Training Center	432.0	-	-	-	-	-	-	-432.0
Total FTE	41,932.1	41,512.1	39,765.2	39,629.8	40,170.3	42,352.0	39,609.7	-2,322.4

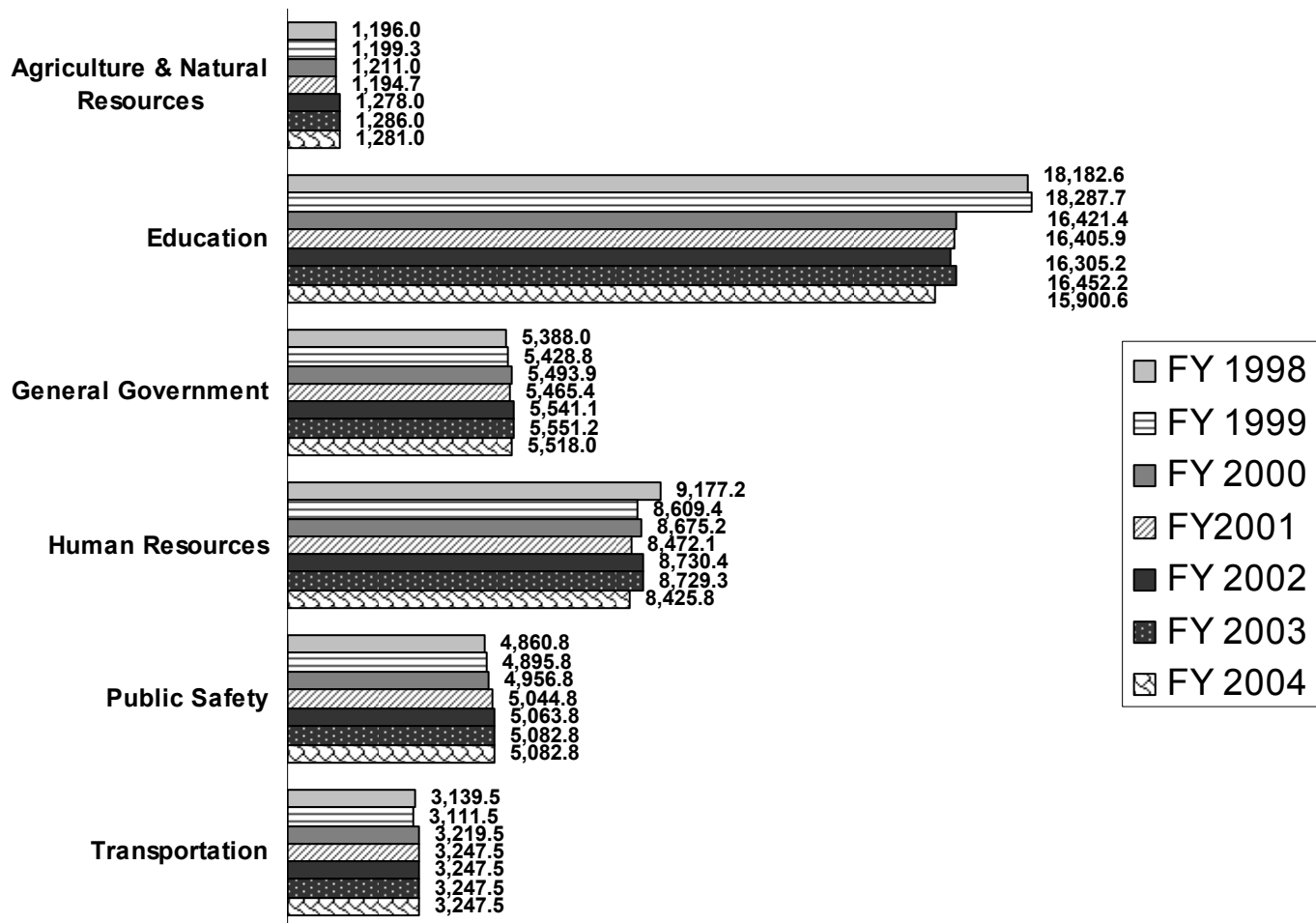
Comments: Positions by agency reflects the total number full-time equivalent positions authorized for each agency. Typically, agencies have more positions than employees, because there are vacancies at any given time. In some cases more than one employee may be used to fill an FTE. The Department of Human Resources is currently called the Department of Labor.

State Agency Closures:

Grain Inspection Department – Privatized FY 1998
Topeka State Hospital – Closed 1998
Winfield State Hospital – Closed 1998
Kansas Wheat Commission – Privatized FY 2001

Source: Fiscal Year 2004 Budget Comparison Report, (Schedule 15).

Number of Authorized FTE by Government Function



Agriculture and Natural Resources: agencies that promote protect and restore natural resources in Kansas. This includes agricultural product regulation and inspection, inspection of livestock facilities and monitoring the status of the environment; maintenance of state parks, state fishing lakes, and wildlife areas; conservation and management of soil and water resources; environmental protection, commodity inspections, and public health maintenance through control of animal infectious diseases.

Education: agencies that support primary, secondary, and higher education.

General Government: agencies that provide overall policy guidance to state government, perform administrative services to all state agencies, collect and distribute state revenues, and carry out regulatory functions.

Human Resources: agencies that provide a wide range of services to Kansans, including job training and placement, payment of unemployment insurance benefits, veterans' counseling and care; preventive health services and social services to elderly and disadvantaged citizens.

Public Safety: agencies that preserve the security and safety of Kansas citizens.

Transportation: the Kansas Department of Transportation provides maintenance and improvement of the 10,000-mile state highway system.

Source: Fiscal Year 2004 Budget Comparison Report, (Schedule 15).

Twenty-Five Most Populous Classified Job Classes

	Job Class	Number of Employees
1.	Senior Administrative Asst	1436
2.	Administrative Specialist	1291
3.	Administrative Assistant	1249
4.	Human Services Specialist	852
5.	Corrections Officer I (A)	618
5.	Equipment Operator	618
6.	Custodial Specialist	564
7.	Office Assistant	448
8.	Corrections Officer I (B)	444
9.	Equipment Operator Senior	433
10.	Corrections Officer II	413
11.	Social Worker	407
12.	Developmental Disability Tech I	397
13.	Engineering Technician	390
14.	Utility Worker	372
15.	Corrections Specialist I	300
16.	Custodial Worker	263
17.	Juvenile Corrections Officer I	258
18.	Human Services Assistant	248
19.	Public Service Executive II	241
20.	Gen Maint And Repair Tech Sr	224
21.	Mental Health Aide	223
22.	Program Consultant I	216
23.	Engineering Technician Senior	210
24.	Accounting Specialist	205
25.	Registered Nurse Senior	199

Comments: During FY 2004, over one-half (52%) of the classified workforce was employed in one of the twenty-five most populous job classes. This is an increase from FY 2000 when 49% of the classified workforce was employed in the top twenty-five most populous job classes. During FY 2004, the State of Kansas had 556 job classes. This is a significant decrease in the number of job classes from FY 2002, when the total was approximately 700. For a list of new and abolished job classes during FY 2004, please refer to the section on Turnover.

Source: SHARP (June 2004); Excludes unclassified, temporary, and student employees

**Twenty Five Most Populous Agencies
Fiscal Year 2004**

Agency Name	Number of Employees		
	Classified	Unclassified	Total
University of Kansas	1463	3146	4609
Kansas State University	1655	2241	3896
Social & Rehabilitation Services, Department of	3378	39	3417
Transportation, Department of	3069	10	3079
KU Medical Center	473	2175	2648
Judicial Branch	0	1838	1838
Wichita State University	651	952	1603
Revenue, Department of	1005	30	1035
Health and Environment, Department of	789	19	808
Highway Patrol	780	8	788
Larned State Hospital	739	23	762
Emporia State University	316	417	733
Pittsburg State University	304	425	729
Fort Hays State University	297	378	675
Lansing Correctional Facility	671	1	672
Administration, Department of	581	24	605
Labor, Department of	542	23	565
Neurological Institute, Kansas	542	3	545
Hutchinson Correctional Facility	506	1	507
Parsons State Hospital and Training Center	456	7	463
El Dorado Correctional Facility	456	1	457
Wildlife and Parks, Department of	395	14	409
Osawatomie State Hospital	375	16	391
Veterans Affairs, Commission on	354	4	358
Commerce, Department of	327	9	336

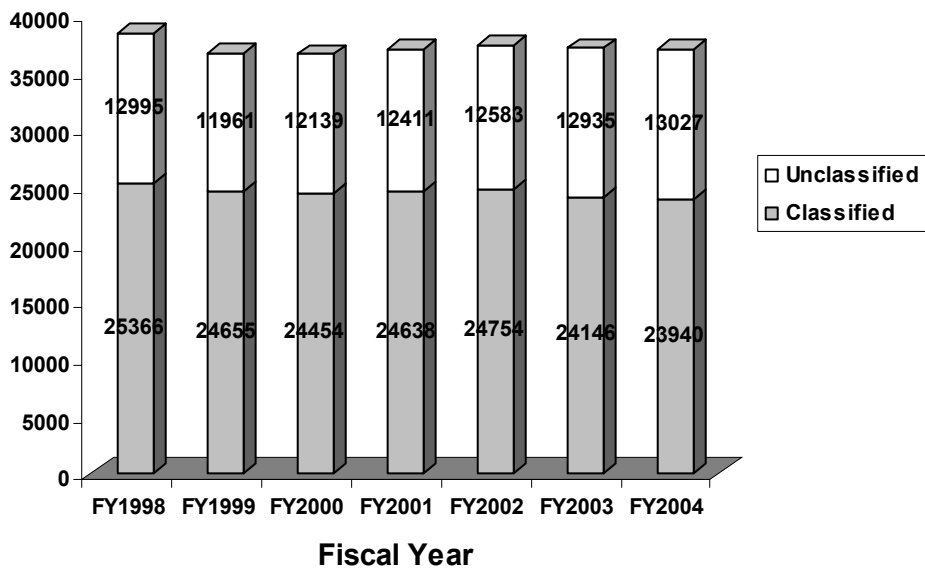
Comments: Eighty-six percent of employees, excluding temporary and student employees, are located in the top twenty-five most populous agencies. The same agencies appear in this list as in FY 2003.

Source: SHARP (June 2004); Excludes temporary and student employees

SECTION ONE

- The total State workforce has decreased 10% since 1993, and 4% since 1998. The number of classified employees has decreased 18% since 1993 and 6% since 1998. The number of unclassified employees has increased 8% since 1993 and .2% since 1998.
-
- The number of classified employees in the 50-59 age category increased 7% since 1998, while the number of employees in the 30-39 age category decreased 8% during the same timeframe.
- 32% of the classified state workforce is under 40 years of age. The number of employees in this category has consistently decreased since FY 1998.
- The number of classified employees with less than 10 years of service has decreased by 3% since 1998. The number of employees with over 30 years of service has increased 2% since 1998.
- As during previous fiscal years, the percentage of minorities in the classified service is a greater percentage than in the available workforce.

Number of State Government Employees



Comments: The number of employees has decreased by 3.6 percent since 1998.

Source: SHARP (June 2004); Excludes temporary, and student employees

Number of Classified Employees by Location on the Civil Service Plan

		STEPS												Total
		4	5	6	7	8	9	10	11	12	13	14	15	
	006	1	0	0	0	0	0	0	0	0	0	0	0	1
	007	6	0	0	1	0	0	0	0	0	1	0	1	9
	008	3	2	0	0	0	0	1	0	0	0	0	2	8
	009	117	15	14	1	5	6	7	6	5	7	27	23	233
	010	39	2	1	2	31	2	3	0	4	3	0	7	94
	011	466	37	44	19	25	21	40	36	24	41	40	90	883
	012	176	4	6	3	57	12	3	10	25	11	15	25	347
P	013	618	50	64	35	36	41	32	36	55	68	40	201	1,276
A	014	45	72	5	0	8	2	2	1	3	2	4	9	153
Y	015	724	84	99	69	124	88	89	66	70	108	89	226	1,836
	016	383	265	168	47	73	42	35	32	40	41	117	144	1,387
	017	851	101	97	21	30	21	25	21	35	24	49	70	1,345
	018	614	87	381	146	148	128	110	137	116	130	123	320	2,440
	019	607	108	184	68	113	94	101	85	73	60	67	180	1,740
	020	192	27	53	40	45	36	48	57	54	37	49	115	753
	021	534	70	124	38	220	67	60	60	73	59	76	131	1,512
G	022	482	67	125	66	133	149	91	79	58	57	55	130	1,492
R	023	313	66	67	55	37	60	39	38	30	39	13	51	808
A	024	357	70	124	49	107	62	64	63	49	61	24	102	1,132
D	025	138	33	40	19	25	42	19	29	22	27	114	82	590
E	026	341	76	78	225	100	68	82	58	47	49	29	86	1,239
	027	353	69	83	36	104	76	54	23	29	14	21	53	915
	028	102	36	22	11	18	25	14	9	11	9	12	17	286
	029	300	63	88	81	85	86	37	41	59	29	50	85	1,004
	030	66	80	36	13	25	53	19	7	17	12	1	16	345
	031	90	21	27	18	39	37	21	14	8	14	10	27	326
	032	120	38	46	30	41	47	34	30	47	29	33	28	523
	033	18	10	15	19	16	17	11	2	7	26	1	13	155
	034	18	4	11	8	17	16	11	8	8	9	2	18	130
	035	13	4	12	13	11	15	16	12	10	11	6	14	137
	036	8	2	1	5	0	3	2	2	1	2	1	5	32
	037	0	0	4	1	4	0	2	5	4	3	2	7	32
	038	2	2	1	0	1	3	2	0	1	0	0	2	14
	FY04	8,097	1,565	2,020	1,139	1,678	1,319	1,074	967	985	983	1,070	2,280	23,177
	FY03	6,938	1,648	2,421	1,005	1,777	1,437	1,089	984	1,026	1,112	1,118	2,666	23,221
	FY02	6,656	1,808	2,671	1,080	1,985	1,544	1,166	1,074	1,065	1,204	1,236	2,909	24,398

Comments: Records of some employees are not included due to placement on alternative pay plans or data errors.

Source: SHARP (June 2004, 2003, and 2002); Excludes legislators, unclassified, temporary and student employees

**Number of Classified and Unclassified Employees by Agency
Fiscal Year 2004**

Agency Name	Number of Employees		Total
	Classified	Unclassified	
Accountancy, Board of	2	1	3
Adjutant General	45	155	200
Administration, Department of	581	24	605
Aging, Department on	164	8	172
Agriculture, Department of	262	14	276
Animal Health Department	26	2	28
Atchison Juvenile Correct.Facility	87	1	88
Attorney General	1	81	82
Banking Department	76	7	83
Barbering Board of	1	1	2
Behavioral Sciences Regulatory Board	4	3	7
Beloit Juvenile Correct.Facility	86	1	87
Blind, School for the	26	56	82
Citizens Utility Ratepayer Board	2	3	5
Commerce, Department of	327	9	336
Conservation Commission	5	6	11
Corporation Commission, Kansas	129	63	192
Corrections, Department of	271	15	286
Cosmetology, Board of	10	1	11
Credit Unions, Department of	12	1	13
Deaf, School for the	48	100	148
Dental Board	2	1	3
Education, Department of	169	32	201
El Dorado Correctional Facility	456	1	457
Ellsworth Correctional Facility	215	1	216
Emergency Medical Services	12	1	13
Emporia State University	316	417	733
Fire Marshal	43	2	45
Fort Hays State University	297	378	675
Governor, Office of the	0	36	36
Healing Arts, Board of	23	6	29
Health and Environment, Department of	789	19	808
Health Care Stabilization Fund Bd of Gov	8	6	14
Highway Patrol	780	8	788
Historical Society, State	111	1	112
Human Rights Commission, Kansas	25	4	29
Hutchinson Correctional Facility	506	1	507
Indigents Defense Services Board	62	93	155
Insurance Department	30	97	127
Investigation, Kansas Bureau of	144	7	151
Judicial Branch	0	1838	1838
Judicial Council	0	4	4
Juvenile Correctional Complex	5	0	5
Juvenile Justice Authority	26	11	37
Kansas Arts Commission	7	1	8
Kansas Housing Resources Corporation	34	7	41
Kansas Inc	0	4	4
Kansas Public Employees Retirement System	66	12	78
Kansas State Fair Board	22	1	23
Kansas State University	1655	2241	3896

**Number of Classified and Unclassified Employees by Agency
Fiscal Year 2004**

Agency Name	Number of Employees		
	Classified	Unclassified	Total
Kansas Technology Enterprise Corp	0	25	25
Ks Comm. Gvmtl Stds & Conduct	0	9	9
KU Medical Center	473	2175	2648
Labor, Department of	542	23	565
Lansing Correctional Facility	671	1	672
Larned Correctional Mental Health Facility	180	0	180
Larned Juvenile Correctional Facility	139	2	141
Larned State Hospital	739	23	762
Legislative Coordinating Cncl	0	11	11
Legislative Division of Post Audit	0	21	21
Legislative Research Dept	0	37	37
Legislature	0	33	33
Library, State	24	4	28
Lieutenant Governor, Office of the	0	1	1
Lottery, Kansas	41	38	79
Mortuary Arts, Board of	2	1	3
Neurological Institute, Kansas	542	3	545
Norton Correctional Facility	255	0	255
Nursing, Board of	20	2	22
Optometry Examiners, Board of	1	0	1
Osawatomie State Hospital	375	16	391
Parole Board, Kansas	0	3	3
Parsons State Hospital and Training Center	456	7	463
Pharmacy, Board of	6	1	7
Pittsburg State University	304	425	729
Racing and Gaming Commission, Kansas	42	17	59
Rainbow Mental Health Facility	105	5	110
Real Estate Appraisal Board	1	1	2
Real Estate Commission	11	1	12
Regents, Board of	20	27	47
Revenue, Department of	1005	30	1035
Revisor of Statutes	0	26	26
Secretary of State	0	49	49
Securities Commissioner, Office of the	18	10	28
Sentencing Commission	0	7	7
Social & Rehabilitation Services, Department of	3378	39	3417
Tax Appeals, Board of	13	5	18
Technical Professions State Board of	3	2	5
Topeka Correctional Facility	224	0	224
Topeka Juvenile Correct.Facility	219	2	221
Transportation, Department of	3069	10	3079
Treasurer, State	14	31	45
University of Kansas	1463	3146	4609
Veterans Affairs, Commission on	354	4	358
Veterinary Examiners, Board of	0	3	3
Water Office, Kansas	18	3	21
Wichita State University	651	952	1603
Wildlife and Parks, Department of	395	14	409
Winfield Correctional Facility	199	0	199
Totals	23940	13027	36967

Source: SHARP (June 2004); Excludes temporary and student employees

**Average Classified and Unclassified Salaries by Agency
Fiscal Year 2002 to 2004**

Agency Name	Classified			Unclassified		
	FY2002	FY 2003	FY2004	FY2002	FY2003	FY2004
Accountancy, Board of	\$22,121	\$22,880	\$24,055	\$52,051	\$55,051	\$57,553
Adjutant General	\$32,320	\$32,748	\$33,868	\$29,611	\$30,017	\$31,086
Administration, Department of	\$34,872	\$34,243	\$37,092	\$65,297	\$65,710	\$66,245
Aging, Department On	\$36,218	\$35,808	\$39,536	\$69,917	\$64,308	\$67,060
Agriculture Department of	\$36,698	\$35,990	\$38,747	\$54,525	\$53,361	\$55,353
Animal Health Department	\$31,735	\$31,909	\$33,897	\$63,197	\$50,086	\$64,893
Atchison Juvenile Correctional Facility	\$28,111	\$28,103	\$29,526	\$68,314	\$68,314	\$65,341
Attorney General	\$37,669	\$37,648	\$39,374	\$44,077	\$42,549	\$46,220
Banking Department	\$41,795	\$41,216	\$43,688	\$61,923	\$59,606	\$66,935
Barbering, Board of	\$28,142	\$28,080	\$29,411	\$37,304	\$37,304	\$37,304
Behavioral Sciences Reg Board	\$26,437	\$26,042	\$29,775	\$38,669	\$39,937	\$42,013
Beloit Juvenile Correctional Facility	\$28,282	\$28,486	\$29,146	\$75,450	\$75,450	\$60,000
Blind, School for the	\$27,908	\$28,399	\$30,693	\$35,079	\$34,226	\$37,332
Citizens Utility Ratepayer Bd	\$31,013	\$28,912	\$30,347	\$74,186	\$60,817	\$64,641
Commerce and Housing, Department of	\$38,383	\$38,196	\$37,025	\$50,167	\$70,701	\$68,588
Conservation Commission, State	\$29,626	\$29,467	\$33,933	\$51,201	\$51,128	\$47,748
Corporation Commission, Kansas	\$35,306	\$34,974	\$36,785	\$54,302	\$53,653	\$59,053
Corrections, Department of	\$34,746	\$34,304	\$36,425	\$72,016	\$69,235	\$70,841
Cosmetology, Board of	\$24,665	\$23,421	\$24,272	\$43,735	\$43,735	\$45,723
Credit Unions, Department of	\$42,041	\$41,097	\$43,063	\$62,216	\$62,216	\$65,043
Deaf, School for the	\$24,361	\$23,582	\$25,092	\$34,224	\$34,528	\$35,517
Dental Board	\$18,595	\$18,512	\$24,783	\$51,514	\$39,757	\$56,650
Education, Department of	\$36,863	\$36,239	\$38,623	\$77,142	\$76,197	\$71,229
El Dorado Correctional Facility	\$28,388	\$28,057	\$29,091	\$64,059	\$64,059	\$51,813
Ellsworth Correctional Facility	\$29,785	\$29,615	\$30,820	\$50,557	\$50,557	\$52,854
Emergency Medical Services	\$33,721	\$33,557	\$35,207	\$61,247	\$61,247	\$64,031
Emporia State University	\$26,093	\$26,097	\$28,578	\$51,769	\$52,112	\$61,005
Fair, Kansas State	\$28,971	\$27,446	\$29,093	\$81,034	\$69,000	\$75,743
Fire Marshal	\$37,558	\$38,630	\$40,627	\$51,939	\$54,696	\$55,918
Fort Hays State University	\$24,389	\$24,392	\$25,011	\$49,293	\$49,879	\$49,787
Governmental Ethics Commission	N/A	N/A	N/A	\$38,483	\$38,483	\$40,230
Governor, Office of the	N/A	N/A	N/A	\$46,411	\$44,358	\$46,360
Healing Arts, Board of	\$27,840	\$27,844	\$29,107	\$53,075	\$61,735	\$64,548
Health and Environment, Department of	\$37,967	\$37,518	\$39,461	\$72,321	\$74,428	\$69,807
Health Care Stabilization Fund	\$25,230	\$25,454	\$26,827	\$47,987	\$48,635	\$53,755
Highway Patrol	\$34,611	\$34,885	\$41,580	\$66,132	\$67,441	\$60,638
Historical Society, State	\$30,848	\$31,731	\$32,596	\$80,000	\$80,000	\$66,950
Human Rights Commission, Kansas	\$31,118	\$30,963	\$32,036	\$58,291	\$58,291	\$60,941
Hutchinson Correctional Facility	\$29,684	\$29,367	\$30,385	\$48,142	\$48,142	\$50,330
Indigents' Defense Services, Board of	\$26,428	\$26,389	\$27,422	\$46,662	\$46,595	\$51,849
Insurance Department	\$25,107	\$25,231	\$25,927	\$46,608	\$46,717	\$49,342
Investigation, Kansas Bureau of	\$39,176	\$38,580	\$43,026	\$78,109	\$78,109	\$81,857
Judicial Council	N/A	N/A	N/A	\$42,841	\$42,841	\$53,751
Judiciary	N/A	N/A	N/A	\$38,441	\$37,959	\$40,236
Juvenile Justice Authority	\$39,092	\$38,864	\$38,446	\$61,998	\$58,808	\$56,308
Kansas Arts Commission	\$38,366	\$35,479	\$38,043	\$68,318	\$68,318	\$71,423
Kansas Inc	N/A	N/A	N/A	\$56,898	\$52,174	\$45,899
Kansas Public Employees Ret Sys	\$32,246	\$32,075	\$34,498	\$82,281	\$83,326	\$82,229
Kansas State University	\$26,304	\$26,284	\$29,805	\$61,960	\$61,823	\$65,064
KU Medical Center	\$26,850	\$26,845	\$29,465	\$52,003	\$50,813	\$53,887
Labor, Department of	\$35,436	\$34,659	\$36,992	\$49,456	\$48,517	\$67,529
Lansing Correctional Facility	\$29,888	\$29,597	\$27,600	\$43,785	\$43,785	\$45,774
Larned Correctional Mental Health Facility	\$29,221	\$29,266	\$31,150	N/A	N/A	N/A
Larned Juvenile Correctional Facility	\$28,760	\$27,489	\$28,528	\$64,010	\$64,010	\$97,393
Larned State Hospital	\$26,610	\$26,255	\$27,530	\$96,986	\$100,346	\$105,447

**Average Classified and Unclassified Salaries by Agency
Fiscal Years 2002-2004**

Agency Name	Classified			Unclassified		
	FY2002	FY 2003	FY 2004	FY2002	FY2003	FY 2004
Legislative Coordinating Council	N/A	N/A	N/A	\$41,087	\$41,971	\$42,583
Legislative Division of Post Audit	N/A	N/A	N/A	\$54,744	\$57,580	\$58,596
Legislative Research Department	N/A	N/A	N/A	\$54,715	\$53,178	\$57,325
Legislature	N/A	N/A	N/A	\$36,465	\$38,445	\$38,842
Library, State	\$31,633	\$31,157	\$32,613	\$35,411	\$34,891	\$36,438
Lieutenant Governor, Office of the	N/A	N/A	N/A	\$29,900	\$31,245	\$33,978
Lottery, Kansas	\$33,844	\$33,821	\$35,835	\$39,786	\$40,174	\$40,913
Mortuary Arts, Board of	\$28,964	\$28,912	\$30,285	\$58,519	\$58,519	\$61,179
Neurological Institute, Kansas	\$26,749	\$26,540	\$27,976	\$93,251	\$111,979	\$100,591
Norton Correctional Facility	\$29,636	\$29,136	\$30,281	N/A	N/A	N/A
Nursing, Board of	\$29,936	\$29,578	\$31,502	\$53,070	\$53,070	\$53,059
Ombudsman for Corrections	\$27,477	\$27,456	N/D	\$38,877	\$38,877	N/D
Optometry Examiners, Board of	\$37,669	\$37,648	\$39,374	N/A	N/A	N/A
Osawatimie State Hospital	\$27,293	\$26,873	\$28,985	\$101,882	\$95,967	\$97,226
Parole Board, Kansas	N/A	N/A	N/A	\$97,982	\$98,188	\$102,725
Parsons State Hospital and Training Center	\$27,513	\$27,530	\$28,594	\$89,033	\$89,033	\$93,035
Pharmacy, Board of	\$36,934	\$40,851	\$41,357	\$56,662	\$56,662	\$57,673
Pittsburg State University	\$27,099	\$26,922	\$28,578	\$61,229	\$60,997	\$63,245
Racing and Gaming Commission, Kansas	\$31,479	\$31,174	\$32,880	\$53,139	\$53,116	\$55,503
Rainbow Mental Health Facility	\$29,896	\$30,164	\$32,638	\$109,299	\$82,498	\$95,920
Real Estate Appraisal Board, Kansas	\$41,579	\$41,392	\$43,472	\$53,895	\$53,895	\$56,344
Real Estate Commission, Kansas	\$26,911	\$27,123	\$28,925	\$55,000	\$55,000	\$57,500
Regents, Board of	\$33,378	\$33,635	\$33,330	\$66,777	\$66,282	\$68,695
Revenue, Department of	\$31,834	\$31,734	\$33,757	\$55,853	\$56,126	\$59,364
Revisor of Statutes	N/A	N/A	N/A	\$51,914	\$50,543	\$55,630
Secretary of State	N/A	N/A	N/A	\$35,729	\$35,083	\$37,785
Securities Commissioner, Office of the	\$40,780	\$38,931	\$40,320	\$59,874	\$59,748	\$64,343
Sentencing Commission, Kansas	N/A	N/A	N/A	\$39,097	\$40,145	\$40,277
Social & Rehabilitation Services, Dept of	\$31,907	\$32,076	\$33,708	\$71,686	\$70,229	\$74,042
Tax Appeals, Board of	\$24,111	\$25,317	\$26,701	\$74,898	\$74,220	\$72,026
Technical Professions, Board of	\$25,341	\$25,237	\$27,664	\$52,639	\$52,639	\$55,032
Technology Enterprise Corporation, Kansas	N/A	N/A	N/A	\$51,867	\$54,176	\$65,608
Topeka Correctional Facility	\$31,039	\$30,853	\$31,884	N/A	N/A	N/A
Topeka Juvenile Correctional Facility	\$28,252	\$27,530	\$28,231	\$66,920	\$66,920	\$60,770
Transportation, Department of	\$32,038	\$31,654	\$33,455	\$78,600	\$76,369	\$84,407
Treasurer, State	\$29,371	\$29,499	\$32,756	\$40,680	\$39,934	\$41,966
University of Kansas	\$26,118	\$25,892	\$27,769	\$57,330	\$55,877	\$57,490
Veterans' Affairs, Commission on	\$22,127	\$22,575	\$23,956	\$53,264	\$53,546	\$56,952
Veterinary Examiners, Board of	N/A	N/A	N/A	\$38,000	\$30,812	\$39,450
Water Office, Kansas	\$46,486	\$45,797	\$49,184	\$74,768	\$67,683	\$79,618
Wichita State University	\$24,717	\$24,520	\$34,546	\$54,956	\$54,045	\$56,894
Wildlife and Parks, Department of	\$34,440	\$33,846	\$37,097	\$60,343	\$55,911	\$45,867
Winfield Correctional Facility	\$29,840	\$29,926	\$31,071	N/A	N/A	N/A
Statewide Average:	\$30,575	\$30,365	\$32,544	\$53,213	\$52,599	\$52,216

Source: SHARP June 2004; Excludes temporary and student employees

Number, Salary, Age and Years of Service of Classified Employees by Agency Fiscal Year 2004

Agency Name	Number of Classified Employees	Average Salary	Average Age	Average Years of Service
Accountancy, Board of	2	\$24,055	42.85	06.82
Adjutant General	45	\$33,868	48.14	13.68
Administration, Department of	581	\$37,092	47.34	15.47
Aging, Department on	164	\$39,536	49.71	12.66
Agriculture, Department of	262	\$38,747	46.99	14.30
Animal Health Department	26	\$33,897	48.11	12.84
Atchison Juvenile Correct.Facility	87	\$29,526	44.21	11.60
Attorney General	1	\$39,374	54.90	19.15
Banking Department	76	\$43,688	40.02	10.42
Barbering, Board of	1	\$29,411	65.63	10.48
Behavioral Sciences Regulatory Board	4	\$29,775	40.38	08.34
Beloit Juvenile Correctional Facility	86	\$29,146	44.95	11.28
Blind, School for the	26	\$30,693	50.96	16.48
Citizens Utility Ratepayer Board	2	\$30,347	54.90	23.43
Commerce, Department of	327	\$37,025	49.40	14.45
Conservation Commission	5	\$33,933	44.00	16.75
Corporation Commission	129	\$36,785	49.24	14.44
Corrections, Department of	271	\$36,425	45.38	12.68
Cosmetology, Board of	10	\$24,272	45.91	09.00
Credit Unions, Department of	12	\$43,063	54.13	16.04
Deaf, School for the	48	\$25,092	48.41	12.32
Dental Board	2	\$24,783	30.11	02.27
Education, Department of	169	\$38,623	47.50	11.19
El Dorado Correctional Facility	456	\$29,091	40.60	06.52
Ellsworth Correctional Facility	215	\$30,820	43.62	09.01
Emergency Medical Services	12	\$35,207	52.78	10.86
Emporia State University	316	\$28,578	47.43	12.61
Fair, Kansas State	22	\$29,093	45.70	08.40
Fire Marshal	43	\$40,627	49.68	13.58
Fort Hays State University	297	\$25,011	47.62	11.60
Governmental Ethics Commission	0	N/A	N/A	N/A
Governor, Office of the	0	N/A	N/A	N/A
Healing Arts, Board of	23	\$29,107	45.08	11.21
Health & Environment, Department of	789	\$39,461	45.92	12.35
Health Care Stabilization Fund Bd of Gov	8	\$26,827	43.98	15.61
Highway Patrol	780	\$41,580	41.78	11.89
Historical Society, State	111	\$32,596	48.07	13.84
Human Rights Commission, Kansas	25	\$32,036	45.96	14.58
Hutchinson Correctional Facility	506	\$30,385	42.84	09.71
Indigents Defense Services, Board of	62	\$27,422	43.06	09.08
Insurance Department	30	\$25,927	49.17	12.83
Investigation, Kansas Bureau of	144	\$43,026	43.78	13.54
Judicial Branch	0	N/A	N/A	N/A
Judicial Council	0	N/A	N/A	N/A
Juvenile Correctional Complex	5	N/D	32.98	01.29
Juvenile Justice Authority	26	\$38,446	39.78	06.68
Kansas Arts Commission	7	\$38,043	44.07	09.53
Kansas Housing Resources Corp	34	N/D	45.53	08.03
Kansas Inc	0	N/A	N/A	N/A
Kansas Public Employees Retirement Sys	66	\$34,498	48.01	13.99

Number, Salary, Age and Years of Service of Classified Employees by Agency Fiscal Year 2004

Agency Name	Number of Classified Employees	Average Salary	Average Age	Average Years of Service
Kansas Sentencing Commission	0	N/D	N/A	N/A
Kansas State University	1655	\$29,805	46.42	14.94
KU Medical Center	473	\$29,465	46.65	13.10
Labor, Department of	542	\$36,992	47.93	15.68
Lansing Correctional Facility	671	\$27,600	41.93	10.04
Larned Correctional Mental Health Facility	180	\$31,150	42.12	08.78
Larned Juvenile Correct.Facility	139	\$28,528	41.45	08.51
Larned State Hospital	739	\$27,530	45.44	11.46
Legislative Coordinating Council	0	N/A	N/A	N/A
Legislative Division of Post Audit	0	N/A	N/A	N/A
Legislative Research Department	0	N/A	N/A	N/A
Legislature	0	N/A	N/A	N/A
Library, State	24	\$32,613	49.94	13.65
Lieutenant Governor, Office of the	0	N/A	N/A	N/A
Lottery, Kansas	41	\$35,835	48.89	12.33
Mortuary Arts, Board of	2	\$30,285	56.26	13.37
Neurological Institute, Kansas	542	\$27,976	43.39	13.24
Norton Correctional Facility	255	\$30,281	45.17	10.32
Nursing, Board of	20	\$31,502	43.68	08.78
Optometry Examiner, Board of	1	\$39,374	60.89	11.27
Osawatomie State Hospital	375	\$28,985	46.36	12.62
Parole Board	0	N/A	N/A	N/A
Parsons State Hospital and Training Center	456	\$28,594	45.25	12.75
Pharmacy, Board of	6	\$41,357	39.02	03.91
Pittsburg State University	304	\$28,578	48.47	11.31
Racing and Gaming Commission, Kansas	42	\$32,880	42.51	10.30
Rainbow Mental Health Facility	105	\$32,638	47.30	11.02
Real Estate Appraisal Board, Kansas	1	\$43,472	51.63	22.12
Real Estate Commission, Kansas	11	\$28,925	52.29	07.50
Regents, Board of	20	\$33,330	52.30	13.88
Revenue, Department of	1005	\$33,757	45.63	14.09
Revisor of Statutes	0	N/A	N/A	N/A
Secretary of State	0	N/A	N/A	N/A
Securities Commissioner, Office of the	18	\$40,320	49.50	12.43
Sentencing Commission, Kansas	0	N/A	N/A	N/A
Social & Rehabilitation Services, Dept. of	3378	\$33,708	47.12	14.26
Tax Appeals, Board of	13	\$26,701	46.04	15.55
Technical Professions, Board of	3	\$27,664	56.35	13.35
Technology Enterprise Corporation, Kansas	0	N/A	N/A	N/A
Topeka Correctional Facility	224	\$31,884	43.46	11.51
Topeka Juvenile Correct.Facility	219	\$28,231	40.98	09.90
Transportation, Department of	3069	\$33,455	44.88	13.33
Treasurer, State	14	\$32,756	48.41	19.56
University of Kansas	1463	\$27,769	45.68	11.67
Veterans' Affairs, Commission on	354	\$23,956	44.54	07.53
Veterinary Examiners, Board of	0	N/A	N/A	N/A
Water Office, Kansas	18	\$49,184	46.34	14.06
Wichita State University	651	\$34,546	48.58	11.78
Wildlife and Parks, Department of	395	\$37,097	45.20	14.45
Winfield Correctional Facility	199	\$31,071	45.36	10.52
Statewide Total/Averages	23,940	\$32,544	46	13

Comments: The average salary for classified employees increased by \$2,179 from the previous year and there were 206 fewer employees than the previous year. The average age and length of service were unchanged.

Source: SHARP (June 2004); Excludes legislators, unclassified, temporary and student employees.

**Number, Salary, Age and Years of Service of Unclassified Employees by Agency
Fiscal Year 2004**

Agency Name	Num of Unclassified Employees	Average Salary	Average Age	Average Years of Service
Accountancy, Board of	1	\$57,553	51.72	07.78
Adjutant General	155	\$31,086	44.78	07.92
Administration, Department of	24	\$66,245	46.91	13.89
Aging, Department on	8	\$67,060	49.20	10.16
Agriculture, Department of	14	\$55,353	44.41	04.53
Animal Health Department	2	\$64,893	55.58	15.70
Atchison Juvenile Correct.Facility	1	\$65,341	34.17	03.00
Attorney General	81	\$46,220	43.13	08.40
Banking Department	7	\$66,935	44.93	10.06
Barbering, Board of	1	\$37,304	57.63	16.54
Behavioral Sciences Regulatory Board	3	\$42,013	49.02	07.03
Beloit Juvenile Correct.Facility	1	\$60,000	33.34	00.14
Blind, School for the	56	\$37,332	47.14	12.25
Citizens Utility Ratepayer Board	3	\$64,641	44.64	09.62
Commerce, Department of	9	\$68,588	45.05	06.96
Conservation Commission	6	\$47,748	49.32	10.53
Corporation Commission	63	\$59,053	49.63	11.23
Corrections, Department of	15	\$70,841	50.94	17.81
Cosmetology, Board of	1	\$45,723	52.82	20.71
Credit Unions, Department of	1	\$65,043	46.72	06.58
Deaf, School for the	100	\$35,517	45.91	13.43
Dental Board	1	\$56,650	60.69	00.60
Education, Department of	32	\$71,229	49.83	13.01
El Dorado Correctional Facility	1	\$51,813	39.47	11.04
Ellsworth Correctional Facility	1	\$52,854	49.37	11.66
Emergency Medical Services	1	\$64,031	60.27	05.28
Emporia State University	417	\$61,005	48.38	10.90
Fair, Kansas State	1	\$75,743	36.02	09.49
Fire Marshal	2	\$55,918	51.82	06.68
Fort Hays State University	378	\$49,787	47.07	10.98
Governmental Ethics Commission	9	\$40,230	45.72	19.81
Governor, Office of the	36	\$46,360	40.26	07.48
Healing Arts, Board of	6	\$64,548	45.48	13.97
Health & Environment, Department of	19	\$69,807	47.79	11.31
Health Care Stabilization Fund	6	\$53,755	54.33	11.67
Highway Patrol	8	\$60,638	49.55	15.50
Historical Society, State	1	\$66,950	50.40	25.07
Human Rights Commission, Kansas	4	\$60,941	55.02	19.50
Hutchinson Correctional Facility	1	\$50,330	50.98	08.78
Indigents Defense Services, Board of	93	\$51,849	41.05	08.54
Insurance Department	97	\$49,342	48.14	12.13
Investigation, Kansas Bureau of	7	\$81,857	55.04	20.88
Judicial Branch	1838	\$40,236	46.04	11.32
Judicial Council	4	\$53,751	52.13	13.39
Juvenile Correctional Complex	0	N/D	N/A	N/A
Juvenile Justice Authority	11	\$56,308	46.34	07.02
Kansas Arts Commission	1	\$71,423	59.50	05.49
Kansas Housing Resources Corp	7	N/D	32.94	02.07
Kansas Inc	4	\$45,899	46.44	09.82
Kansas Public Employees Retirement Sys	12	\$82,229	46.08	12.32

**Number, Salary, Age and Years of Service of Unclassified Employees by Agency
Fiscal Year 2004**

Agency Name	Num of Unclassified Employees	Average Salary	Average Age	Average Years of Service
Kansas State University	2241	\$65,064	47.65	15.06
KU Medical Center	2175	\$53,887	43.44	08.20
Labor, Department of	23	\$67,529	51.58	08.65
Lansing Correctional Facility	1	\$45,774	53.27	13.12
Larned Correctional Mental Health Facility	0	N/A	N/A	N/A
Larned Juvenile Correct.Facility	2	\$97,393	55.72	01.94
Larned State Hospital	23	\$105,447	54.30	08.59
Legislative Coordinating Council	11	\$42,583	48.05	11.06
Legislative Division of Post Audit	21	\$58,596	41.27	12.42
Legislative Research Department	37	\$57,325	46.45	14.92
Legislature	33	\$38,842	43.20	07.11
Library, State	4	\$36,438	51.20	11.11
Lieutenant Governor, Office of the	1	\$33,978	51.76	04.75
Lottery, Kansas	38	\$40,913	48.59	10.94
Mortuary Arts, Board of	1	\$61,179	50.08	23.78
Neurological Institute, Kansas	3	\$100,591	50.66	12.86
Norton Correctional Facility	0	N/A	N/A	N/A
Nursing, Board of	2	\$53,059	54.84	10.72
Optometry Examiner, Board of	0	N/A	N/A	N/A
Osawatomie State Hospital	16	\$97,226	52.81	14.24
Parole Board	3	\$102,725	62.49	06.88
Parsons State Hospital and Training Center	7	\$93,035	60.32	21.34
Pharmacy, Board of	1	\$57,673	47.07	11.63
Pittsburg State University	425	\$63,245	49.75	12.59
Racing and Gaming Commission, Kansas	17	\$55,503	49.80	10.21
Rainbow Mental Health Facility	5	\$95,920	46.26	16.71
Real Estate Appraisal Board, Kansas	1	\$56,344	45.18	14.45
Real Estate Commission, Kansas	1	\$57,500	43.20	03.32
Regents, Board of	27	\$68,695	45.43	08.55
Revenue, Department of	30	\$59,364	45.84	09.13
Revisor of Statutes	26	\$55,630	48.52	18.76
Secretary of State	49	\$37,785	40.33	08.42
Securities Commissioner, Office of the	10	\$64,343	42.94	12.16
Sentencing Commission, Kansas	7	\$40,277	45.37	05.20
Social & Rehabilitation Services, Dept. of	39	\$74,042	49.26	15.44
Tax Appeals, Board of	5	\$72,026	47.19	08.47
Technical Professions, Board of	2	\$55,032	56.29	17.64
Technology Enterprise Corporation, Kansas	25	\$65,608	46.39	07.20
Topeka Correctional Facility	0	N/A	N/A	N/A
Topeka Juvenile Correct.Facility	2	\$60,770	38.69	04.75
Transportation, Department of	10	\$84,407	52.41	19.87
Treasurer, State	31	\$41,966	43.96	09.83
University of Kansas	3146	\$57,490	46.60	11.63
Veterans' Affairs, Commission on		\$56,952	56.64	07.29
Veterinary Examiners, Board of	3	\$39,450	46.96	10.56
Water Office, Kansas	3	\$79,618	53.99	20.66
Wichita State University	952	\$56,894	48.58	13.47
Wildlife and Parks, Department of	14	\$45,867	39.78	09.64
Winfield Correctional Facility	0	N/A	N/A	N/A
Statewide Totals/Averages	13,027	\$55,216	46	12

Comments: The average salary for unclassified employees increased by 5% from FY 2003, the number of employees increased by 92. The average age and length of service remained unchanged.

Source: SHARP (June 2004) Excludes Legislators, classified, temporary and student employees.

Classified Employees by County of Work
Fiscal Year 2004

County	Number of Employees	Ave Age	Avg Years of Service	Avg Salary	County	Number of Employees	Avg Age	Avg Years of Service	Avg Salary
Allen	64	44	12	\$31,930	Linn	17	40	9	\$31,109
Anderson	40	45	11	\$31,243	Lyon	443	48	13	\$29,985
Atchison	133	45	13	\$30,779	Marion	51	42	11	\$32,154
Barber	10	49	9	\$28,702	Marshall	30	45	16	\$32,658
Barton	98	45	12	\$34,236	McPherson	43	49	15	\$34,219
Bourbon	46	51	15	\$31,433	Meade	18	45	15	\$32,198
Brown	64	47	18	\$33,645	Miami	432	46	13	\$29,357
Butler	586	41	8	\$29,981	Mitchell	105	45	12	\$29,886
Chase	10	43	13	\$31,108	Montgomery	122	48	15	\$32,331
Chautauqua	13	48	11	\$31,541	Morris	24	45	10	\$27,232
Cherokee	50	46	14	\$31,661	Morton	9	45	10	\$27,877
Cheyenne	9	46	13	\$31,452	Nemaha	34	41	10	\$32,190
Clark	9	45	13	\$32,187	Neosho	191	49	15	\$36,494
Clay	27	45	14	\$35,753	Ness	10	54	17	\$30,582
Cloud	48	45	15	\$32,227	Norton	310	46	12	\$31,455
Coffey	18	43	12	\$34,757	Osage	47	44	13	\$33,637
Comanche	9	46	13	\$30,001	Osborne	10	45	17	\$32,386
Cowley	431	44	10	\$27,800	Ottawa	15	48	14	\$32,325
Crawford	462	49	13	\$29,930	Pawnee	1074	44	11	\$28,192
Decatur	10	45	16	\$33,372	Phillips	53	46	12	\$32,269
Dickinson	37	46	14	\$33,779	Pottawatomie	62	44	15	\$31,926
Doniphan	14	47	18	\$33,331	Pratt	126	46	12	\$34,396
Douglas	1631	45	12	\$28,533	Rawlins	29	45	11	\$30,159
Edwards	13	46	7	\$30,334	Reno	806	44	11	\$31,344
Elk	2	44	2	\$37,138	Republic	40	49	15	\$32,236
Ellis	500	47	13	\$29,551	Rice	15	49	18	\$31,825
Ellsworth	246	44	10	\$31,030	Riley	1613	46	15	\$30,358
Finney	218	46	12	\$34,229	Rooks	60	47	11	\$32,059
Ford	262	47	11	\$29,782	Rush	12	48	16	\$34,753
Franklin	47	48	15	\$32,191	Russell	31	45	16	\$34,792
Geary	85	43	11	\$30,676	Saline	416	46	12	\$34,058
Gove	10	46	13	\$28,467	Scott	16	49	17	\$34,367
Graham	17	47	13	\$31,752	Sedgwick	1784	47	11	\$33,602
Grant	23	43	7	\$29,380	Seward	64	44	9	\$32,191
Gray	12	50	12	\$31,429	Shawnee	7095	46	14	\$36,393
Greeley	8	45	8	\$26,676	Sheridan	10	51	20	\$33,082
Greenwood	16	44	16	\$34,236	Sherman	35	47	13	\$31,716
Hamilton	28	39	9	\$30,105	Smith	11	46	16	\$31,281
Harper	18	45	10	\$29,126	Stafford	17	50	13	\$35,681
Harvey	53	46	10	\$29,807	Stanton	1	24	1	\$39,374
Haskell	11	45	5	\$28,021	Stevens	9	45	9	\$28,713
Hodgeman	8	48	11	\$26,944	Sumner	51	47	14	\$33,218
Jackson	29	42	11	\$30,999	Thomas	57	46	13	\$32,554
Jefferson	31	48	15	\$34,239	Trego	21	45	15	\$35,778
Jewell	25	47	14	\$31,262	Wabaunsee	34	43	13	\$31,711
Johnson	511	45	12	\$33,186	Wallace	9	46	9	\$28,031
Kearny	12	41	8	\$30,975	Washington	14	50	15	\$31,123
Kingman	22	44	11	\$33,689	Wichita	1	39	2	\$23,026
Kiowa	16	47	14	\$36,628	Wilson	18	44	8	\$32,908
Labette	536	46	13	\$29,147	Woodson	37	50	14	\$31,962
Lane	8	46	13	\$27,459	Wyandotte	1008	47	14	\$31,403
Leavenworth	766	43	11	\$30,952					
Lincoln	12	43	13	\$32,325					

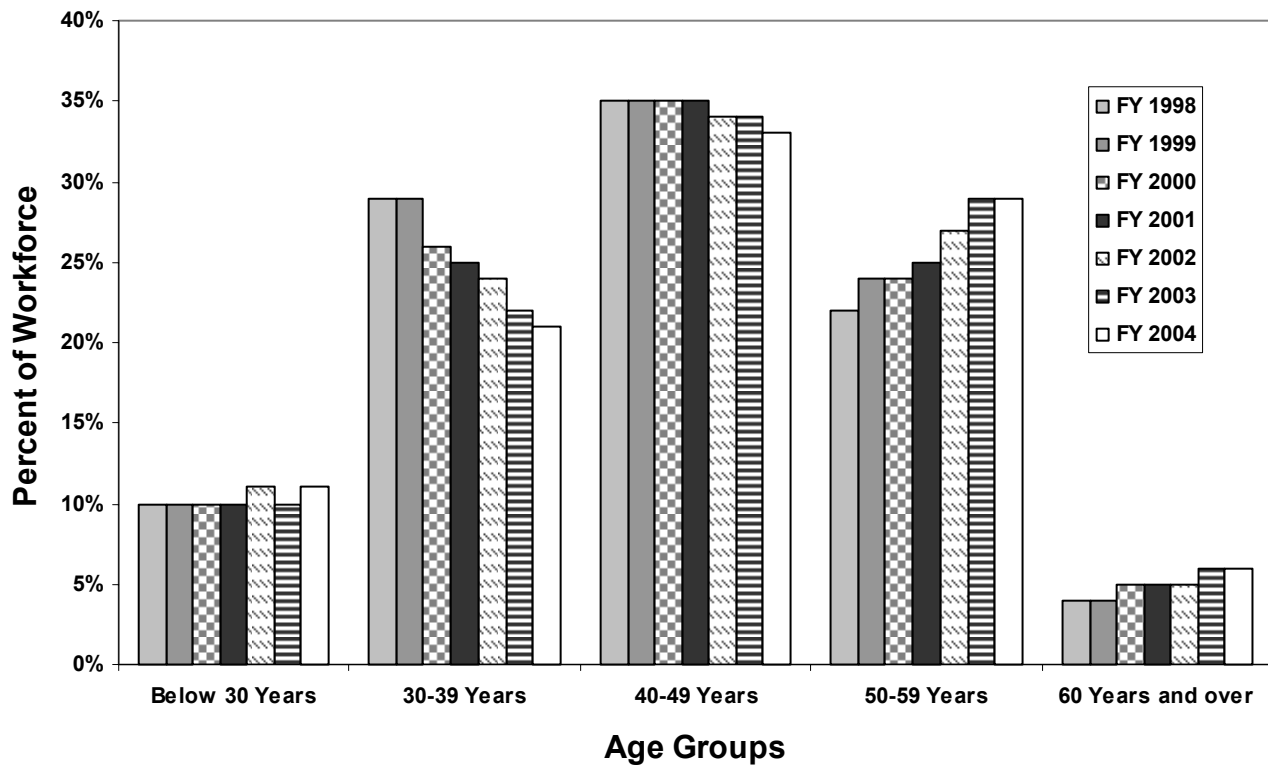
Source: SHARP June 2004: Excludes unclassified, temporary and student employees.

Unclassified Employees by County of Work
Fiscal Year 2004

County	Number of Employees	Ave Age	Avg Years of Service	Avg Salary	County	Number of Employees	Avg Age	Avg Years of Service	Avg Salary
Allen	12	41	4	\$37,950	Linn	7	46	11	\$41,378
Anderson	8	38	11	\$41,829	Lyon	451	49	11	\$59,162
Atchison	16	46	20	\$44,636	Marion	8	46	9	\$43,714
Barber	7	37	6	\$34,969	Marshall	8	42	13	\$31,914
Barton	34	47	14	\$37,254	McPherson	17	44	14	\$37,770
Bourbon	13	47	12	\$39,697	Meade	5	46	11	\$36,016
Brown	18	48	14	\$42,368	Miami	31	49	13	\$68,405
Butler	31	47	12	\$38,335	Mitchell	6	50	7	\$42,979
Chase	4	51	24	\$38,284	Montgomery	26	47	10	\$41,001
Chautauqua	4	56	16	\$36,333	Morris	9	50	20	\$33,535
Cherokee	16	47	15	\$41,798	Morton	6	38	6	\$34,570
Cheyenne	5	48	12	\$32,305	Nemaha	7	57	20	\$37,312
Clark	4	43	6	\$34,801	Neosho	26	46	20	\$50,673
Clay	7	49	12	\$35,926	Ness	8	43	14	\$36,215
Cloud	13	49	12	\$39,730	Norton	9	58	24	\$38,363
Coffey	11	46	20	\$39,180	Osage	9	46	9	\$32,662
Comanche	5	55	18	\$35,349	Osborne	6	44	12	\$33,637
Cowley	27	46	13	\$43,022	Ottawa	5	424	20	\$41,115
Crawford	452	50	13	\$62,102	Pawnee	38	52	9	\$82,783
Decatur	4	49	12	\$37,604	Phillips	4	53	10	\$37,111
Dickinson	16	45	10	\$38,798	Pottawatomie	13	47	16	\$34,824
Doniphan	5	51	12	\$33,032	Pratt	13	52	16	\$38,812
Douglas	3003	47	12	\$58,010	Rawlins	5	63	13	\$38,647
Edwards	6	47	12	\$40,037	Reno	69	46	13	\$46,467
Elk	5	56	14	\$32,997	Republic	5	47	9	\$45,978
Ellis	415	47	11	\$49,988	Rice	8	49	16	\$33,829
Ellsworth	10	50	8	\$40,251	Riley	1916	48	14	\$67,082
Finney	58	50	11	\$48,941	Rooks	5	34	10	\$34,577
Ford	34	45	10	\$40,215	Rush	3	49	12	\$34,348
Franklin	22	44	16	\$42,880	Russell	9	46	18	\$32,829
Geary	45	42	12	\$40,652	Saline	135	45	11	\$50,325
Gove	4	50	11	\$37,862	Scott	6	45	10	\$30,449
Graham	6	46	6	\$45,496	Sedgwick	1429	48	13	\$54,100
Grant	8	46	10	\$26,856	Seward	19	47	11	\$40,720
Gray	5	49	21	\$39,326	Shawnee	1339	45	11	\$52,589
Greeley	6	45	21	\$43,933	Sheridan	5	46	16	\$36,481
Greenwood	11	51	17	\$42,543	Sherman	9	52	16	\$39,832
Hamilton	5	48	13	\$38,928	Smith	5	49	16	\$37,753
Harper	8	44	9	\$40,234	Stafford	7	46	10	\$38,442
Harvey	22	48	15	\$41,879	Stanton	5	50	14	\$32,099
Haskell	5	48	9	\$35,812	Stevens	9	52	13	\$47,754
Hodgeman	4	50	9	\$30,032	Sumner	17	48	19	\$41,223
Jackson	14	48	14	\$43,021	Thomas	25	45	19	\$50,081
Jefferson	12	48	13	\$42,335	Trego	3	36	5	\$35,143
Jewell	5	52	4	\$36,905	Wabaunsee	8	38	10	\$30,364
Johnson	354	45	11	\$40,676	Wallace	4	51	12	\$36,171
Kearny	6	47	21	\$33,299	Washington	5	55	15	\$37,626
Kingman	10	40	8	\$35,104	Wichita	5	43	11	\$36,086
Kiowa	5	46	9	\$35,909	Wilson	11	53	14	\$41,083
Labette	79	48	15	\$50,000	Woodson	6	43	19	\$32,985
Lane	4	52	24	\$36,847	Wyandotte	2301	43	9	\$51,777
Leavenworth	39	44	11	\$41,009					
Lincoln	6	42	8	\$37,518					

Source: SHARP June 2004: Excludes classified, temporary and student employees.

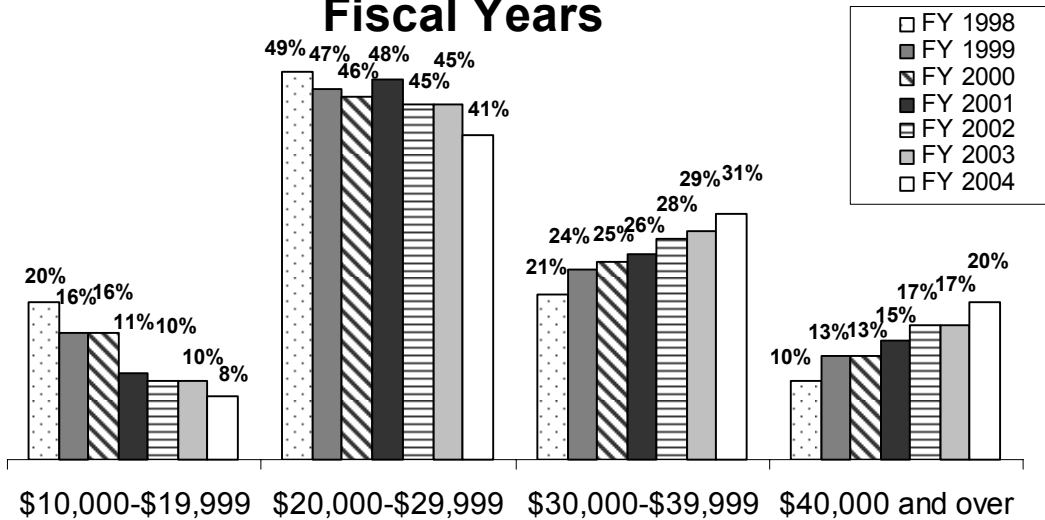
The Aging of the Classified Workforce



Comments: The 50-59 year old age group has significantly increased since 1998, while there has been a significant decrease in the number of employees in the 30-39 year old age group.

Source: SHARP (June 2004); Excludes unclassified, temporary and student employees.

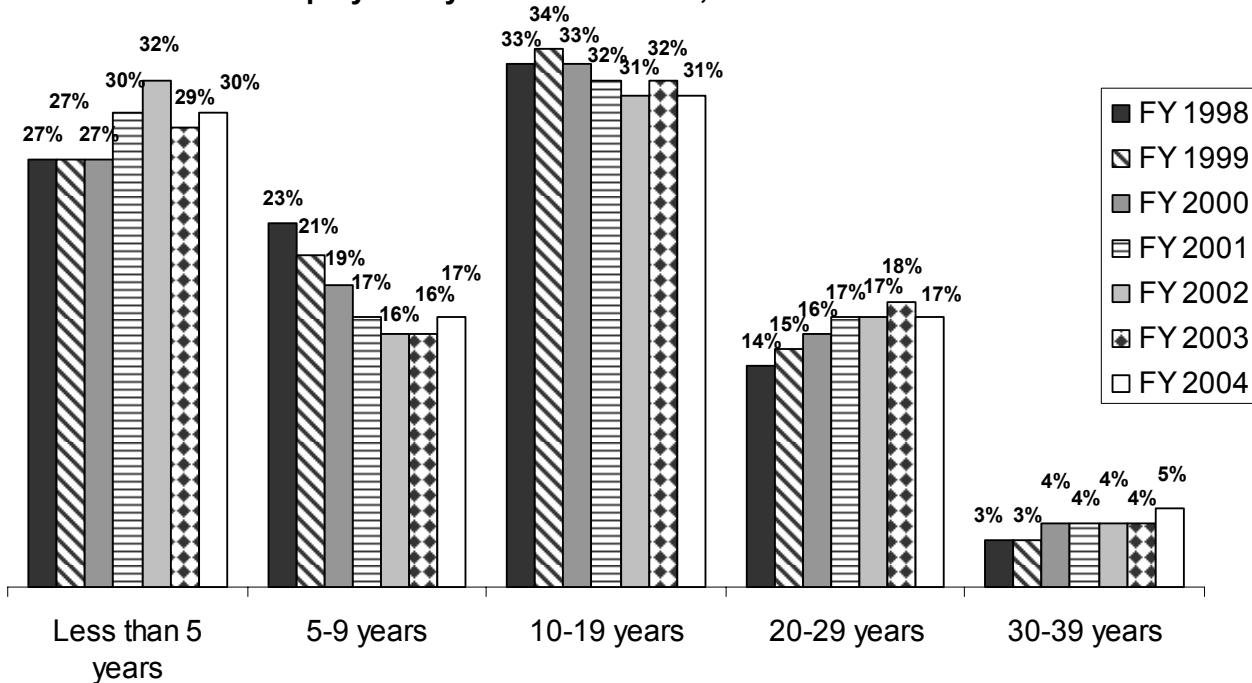
Classified Employees, by Annual Salary, Across Fiscal Years



Comments: The number of classified employees earning less than \$19,999 per year has decreased since 1998, while the number of employees earning \$30,000 and \$40,000 per year or more has increased.

Source: SHARP (June 2004); Excludes unclassified, temporary and student employees.

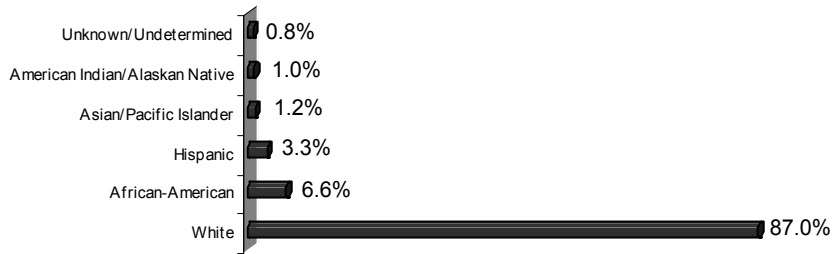
Classified Employees by Years of Service, Across Fiscal Years



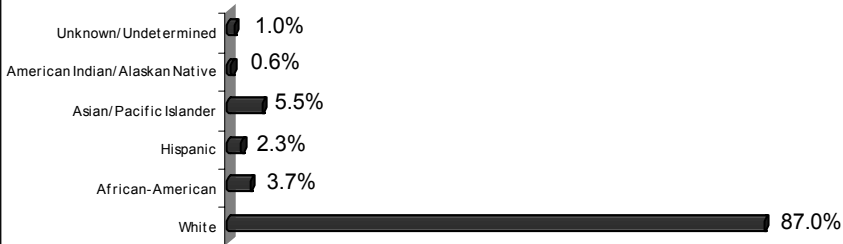
Comments: The number of employees with 20 or more years of service has increased steadily in the last few years, while the number of employees with 5-9 years of service has decreased significantly. These numbers indicate that statewide vacancies due to retirement will continue to increase over the next few years. Counts of employees with more than 40 years of service were intentionally excluded due to the low number of employees (less than 1%).

Source: SHARP (June 2004); Excludes unclassified, temporary and student employees.

The Ethnic Distribution of the Classified Workforce



The Ethnic Distribution of the Unclassified Workforce



Kansas Employed Labor Force



Comments: The percentages in the Kansas Employed Labor Force chart include data from state and non-state government workforces combined

Source: SHARP (September 2004); Kansas Department of Human Resources Census STFA3 reports (July 2001). Kansas Department of Human Resources, Affirmative Action Report. These percentages do not equal 100%. The figures for the Kansas Employed Labor Force chart are based on 1990 census estimates, but they have been adjusted to 2000 annual average labor force estimates developed by the Kansas Department of Human Resources. The Department of Human Resources is currently called the Department of Labor.

Ethnic and Gender Distribution of Classified Employees by Agency
Fiscal Year 2004

Agency	Non-Minority		Minority		Total Num Classified Employees
	Male	Female	Male	Female	
Accountancy, Board of	0%	100%	0%	0%	2
Adjutant General	39%	52%	2%	7%	44
Administration, Department of	47%	41%	6%	7%	575
Aging, Department on	21%	69%	2%	8%	160
Agriculture, Department of	62%	35%	75%	3%	265
Animal Health Department	38%	58%	0%	4%	26
Atchison Juvenile Correctional Facility	40%	36%	16%	9%	81
Attorney General	0%	100%	0%	0%	1
Banking Department	58%	37%	0%	5%	73
Barbering, Board of	100%	0%	0%	0%	1
Behavioral Sciences Reg Board	14%	14%	0%	71%	7
Beloit Juvenile Correctional Facility	30%	66%	3%	1%	80
Blind, School for the	25%	38%	21%	17%	24
Citizens Utility Ratepayer Bd	0%	100%	0%	0%	2
Commerce, Department of	31%	48%	9%	12%	319
Conservation Commission	20%	60%	0%	20%	5
Corporation Commission, Kansas	52%	41%	3%	3%	128
Corrections, Department of	40%	46%	6%	7%	271
Cosmetology, Board of	0%	89%	0%	11%	9
Credit Unions, Department of	75%	25%	0%	0%	12
Deaf, School for the	31%	56%	6%	6%	48
Dental Board, Kansas	0%	50%	0%	50%	2
Education, Department of	16%	79%	61%	5%	164
El Dorado Correctional Facility	71%	23%	6%	1%	434
Ellsworth Correctional Facility	69%	27%	4%	0%	215
Emergency Medical Services Board	42%	50%	8%	0%	12
Emporia State University	38%	55%	3%	4%	310
Fair, Kansas State	52%	48%	0%	0%	21
Fire Marshal, State	63%	33%	4%	0%	46
Fort Hays State University	42%	57%	1%	0%	297
Governmental Ethics Commission	N/A	N/A	N/A	N/A	N/A
Governor, Office of the	N/A	N/A	N/A	N/A	N/A
Healing Arts, Board of	24%	64%	4%	8%	25
Health and Environment, Department of	41%	50%	5%	5%	772
Health Care Fund Stabilization Bd of Gov	0%	100%	0%	0%	8
Highway Patrol	72%	22%	5%	2%	783
Historical Society, State	42%	55%	1%	2%	110
Housing Resources	32%	45%	10%	13%	31
Human Rights Commission, Kansas	15%	62%	8%	15%	26
Hutchinson Correctional Facility	74%	19%	7%	1%	512
Indigents Defense Services, Board of	15%	74%	2%	9%	65
Insurance Department	3%	92%	0%	8%	24
Investigation, Kansas Bureau of	53%	42%	3%	2%	139
Judicial Council	N/A	N/A	N/A	N/A	N/A
Judiciary	N/A	N/A	N/A	N/A	N/A
Juvenile Correctional Complex	62%	19%	0%	10%	21
Juvenile Justice Authority	25%	32%	40%	20%	25
Kansas Arts Commission	29%	57%	14%	0%	7
Kansas Inc	N/A	N/A	N/A	N/A	N/A
Kansas Public Employees Retirement Sys	22%	66%	0%	12%	65
Kansas State University	33%	55%	4%	7%	1646

Ethnic and Gender Distribution of Classified Employees by Agency

Fiscal Year 2004

Agency	Non-Minority		Minority		Total Num Classified Employees
	Male	Female	Male	Female	
KU Medical Center	35%	31%	18%	16%	468
Labor, Department of	28%	54%	5%	13%	528
Lansing Correctional Facility	62%	22%	11%	5%	662
Larned Correctional Mental Health Facility	63%	27%	8%	2%	186
Larned Juvenile Correctional Facility	59%	34%	7%	0%	132
Larned State Hospital	34%	56%	3%	5%	758
Legislative Coordinating Council	N/A	N/A	N/A	N/A	N/A
Legislative Division of Post Audit	N/A	N/A	N/A	N/A	N/A
Legislative Research Department	N/A	N/A	N/A	N/A	N/A
Legislature	N/A	N/A	N/A	N/A	N/A
Library, State	32%	68%	0%	0%	22
Lieutenant Governor, Office of the	N/A	N/A	N/A	N/A	N/A
Lottery, Kansas	46%	51%	0%	2%	41
Mortuary Arts, Board of	40%	40%	0%	0%	2
Neurological Institute, Kansas	19%	33%	17%	30%	535
Norton Correctional Facility	69%	29%	2%	0%	256
Nursing, Board of	0%	75%	20%	5%	20
Optometry Examiners, Board of	0%	100%	0%	0%	1
Osawatomie State Hospital	30%	64%	2%	4%	374
Parole Board, Kansas	N/A	N/A	N/A	N/A	N/A
Parsons State Hospital and Trng Center	34%	51%	8%	8%	452
Pharmacy, Board of	25%	75%	0%	0%	4
Pittsburg State University	41%	58%	1%	1%	297
Racing and Gaming Commission	53%	43%	0%	5%	40
Rainbow Mental Health Facility	11%	31%	12%	45%	105
Real Estate Appraisal Board	0%	100%	0%	0%	1
Real Estate Commission, Kansas	50%	50%	0%	0%	8
Regents, Board of	15%	70%	0%	15%	20
Revenue, Department of	27%	60%	4%	8%	1011
Revisor of Statutes	N/A	N/A	N/A	N/A	N/A
Secretary of State	N/A	N/A	N/A	N/A	N/A
Securities Commissioner, Office of the	44%	56%	0%	0%	18
Sentencing Commission, Kansas	N/A	N/A	N/A	N/A	N/A
Social & Rehabilitation Services, Dept of	19%	67%	3%	11%	3256
Tax Appeals, Board of	8%	92%	0%	0%	13
Technical Professions, Board of	0%	100%	0%	0%	3
Technology Enterprise Corp, Kansas	N/A	N/A	N/A	N/A	N/A
Topeka Correctional Facility	53%	31%	12%	4%	224
Topeka Juvenile Correctional Facility	40%	22%	27%	27%	207
Transportation, Department of	78%	16%	5%	1%	3037
Treasurer, State	21%	79%	0%	0%	14
University of Kansas	36%	52%	5%	6%	1451
Veterans' Affairs, Commission on	25%	62%	4%	9%	340
Veterinary Examiners, Board of	N/A	N/A	N/A	N/A	N/A
Water Office, Kansas	40%	60%	0%	0%	20
Wichita State University	29%	46%	10%	14%	649
Wildlife and Parks, Department of	78%	18%	2%	1%	381
Winfield Correctional Facility	62%	25%	9%	4%	197
Summary	43%	44%	5%	7%	23626

Comments: Minority is defined as American Indian/Alaskan Native/Pacific Islander, African-American, and Hispanic. Non-minority is defined as Caucasian.

Source: SHARP (Sept 2004); Excludes unclassified, temporary and student employees. "N/A" indicates the agency does not have classified employees. Number of total employees does not include employees with incomplete or missing data and counts may not match those on other reports.

SECTION TWO

Recruitment

- In FY 2004, there were 2% more job requisitions open but 45% fewer job applicants associated to each job requisition.

Turnover

- The statewide turnover rate of 11.84% was down slightly in FY 2004 from 12.69% in FY 2003
- Twenty-six percent of terminations occur within the first year of service, and 59% within the first five years of service.

Retirement

- Forty percent of the workforce is retirement eligible in over 32% of state agencies. Thirty-one percent of the workforce statewide is retirement eligible.
- On the average, state employees retire 27 months after becoming retirement eligible.

Leave Usage

- Average number of vacation days used by classified employees in FY 2004 was 118 hours (14.75 days). This is over 1 day less than the average used in FY 2003 (16.2 days)
- Average number of sick days used by classified employees decreased by one day in FY 2004 compared to FY 2003, for an average of 73 hours (9 days) per employee.

Compensation

- Classified state worker salary ranks 16th out of the 25 states in the Central States Compensation Association. This is up from 17th in FY 2003.

Recruitment Analysis

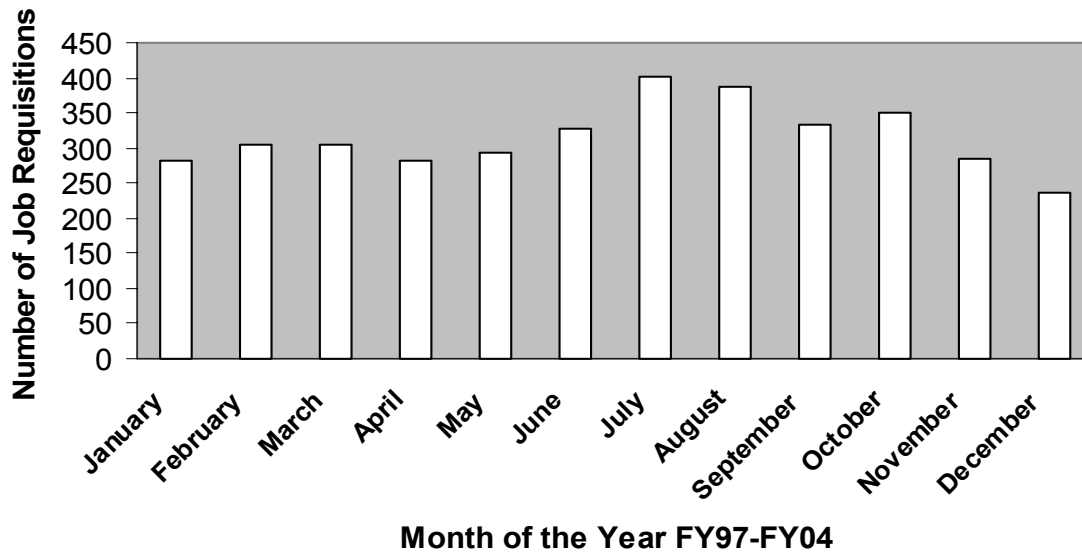
Criteria used for the recruitment section of the report:

- All data includes classified, regular, full-time employees.
- The data for this section was generated by SHARP and a Recruitment Tracking database as of June 30th, 2003.

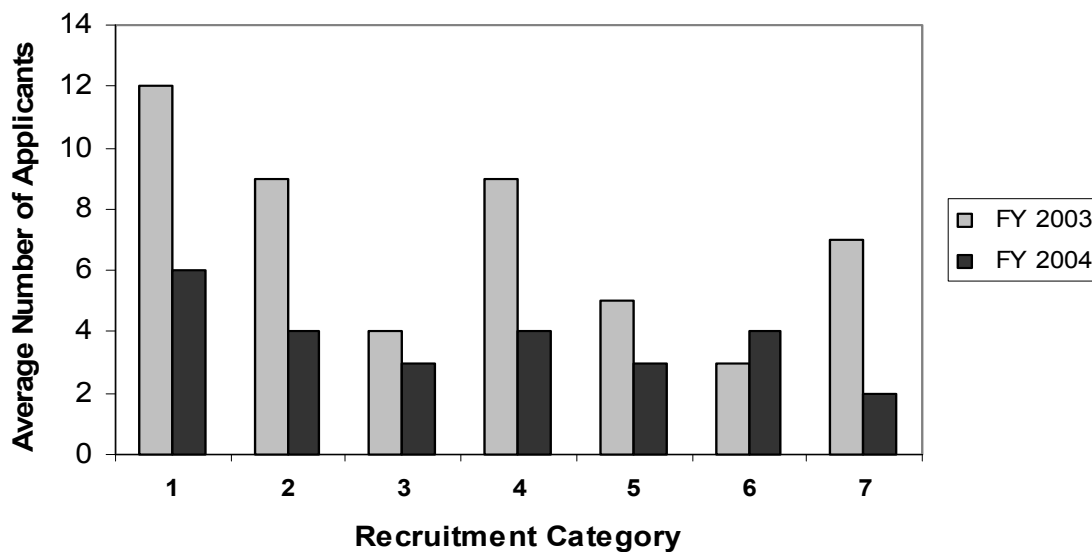
General Recruitment Information

- 1757 job requisitions were open between July 1, 2003 and June 30, 2004. This is an increase of 2% over FY 2003 when 1,771 job requisitions were open. But a decrease of 53% from FY 2002 when 3,771 job requisitions were open.
- 3.91 was the average number of applicants per vacancy in FY 2004. This was a 40% decrease in the average number of applicants per vacancy from an average 7.15 applicants per vacancy in FY 2003 and a 72% decrease in comparison to average number of applicants in FY 2002 (13.79). Certain changes to personnel policies and procedures contributed to this decrease since a number of agencies do not regularly use the online vacancy process.
- 1.73 was the average number of times a person applied for a job in FY 2004; this is a decrease in comparison to the average in FY 2003 when the average was 1.93 and in FY 2002 when the average was 2.82. Again, changes to personnel policy contributed to this decrease.
- 177 people were hired above the minimum hiring rate in FY 2004. In FY 2003, 333 people were hired above the minimum hiring rate. In FY 2002, there were 303 people hired above the minimum hiring rate. Agencies are permitted to do this for hard to fill positions or for hiring a person with exceptional qualifications.

Average Number of Job Requisitions by Month



Average Number of Job Applicants by Recruitment Category and Fiscal Year



Recruitment Category	Category Description	Number of Job Requisitions in FY 2003	Number of Job Requisitions in FY 2004
1	Administrative and Managerial	264	271
2	Administrative Support	376	348
3	Health, Museum and Social Sciences	195	344
4	Information Technology	57	101
5	Natural Science and Engineering	440	188
6	Protective Services	226	209
7	Trades, Crafts and Arts	365	274

Source: SHARP FY 2003 and 2004 data

**Appointment of Classified Employees by Agency
Fiscal Year 2004**

Agency	Hires	Rehires	Promotions	Demotions	Transfers
Accounting, Board of	0	0	0	0	0
Adjutant General	2	1	3	0	2
Administration, Department of	4	9	43	1	20
Aging, Department on	15	8	7	2	4
Agriculture, Department of	7	13	25	3	1
Animal Health Department	3	0	0	0	0
Atchison Juvenile Correct.Facility	17	5	0	4	1
Attorney General	0	0	0	0	0
Banking Department	5	3	9	1	1
Barbering, Board of	0	0	0	0	0
Behavioral Sciences Reg Board	0	1	1	0	0
Beloit Juvenile Correct.Facility	8	3	2	0	1
Blind, School for the	0	0	0	0	0
Citizens Utility Ratepayer Bd	0	0	0	0	0
Commerce, Department of	4	3	11	0	237
Conservation Commission	0	0	1	0	0
Corporation Commission	2	2	14	0	0
Corrections, Department of	16	13	10	1	3
Cosmetology, Board of	0	0	0	0	0
Credit Unions, Department of	0	0	0	0	0
Deaf, School for the	6	2	3	1	0
Dental Board	0	0	1	0	0
Education, Department of	16	4	7	0	3
El Dorado Correctional Fclty	126	10	67	3	52
Ellsworth Correctional Fclty	31	6	13	0	3
Emergency Medical Services	3	0	2	0	0
Emporia State University	17	25	5	4	16
Fair, Kansas State	3	1	1	0	0
Fire Marshal	1	1	1	0	2
Fort Hays State University	10	2	57	1	2
Governmental Ethics Commission	0	0	0	0	0
Governor, Office of the	N/A	N/A	N/A	N/A	N/A
Healing Arts, Board of	3	2	1	0	0
Health & Environment, Department of	40	28	56	5	19
Health Care Stabilization Fund Bd	1	0	0	0	0
Hearing Aid Examiners, Board	0	0	0	0	0
Highway Patrol	43	11	94	14	24
Historical Society, State	8	5	3	0	1
Housing Resources Corporation	0	0	2	0	0
Human Rights Commission, Kansas	3	1	5	0	1
Hutchinson Correctional Facility	75	7	58	2	32
Indigents Defense Services, Board of	2	7	2	0	2
Insurance Department	2	5	2	0	0
Investigation, Kansas Bureau of	3	3	21	2	3
Judicial Branch	N/A	N/A	N/A	N/A	N/A
Judicial Council	N/A	N/A	N/A	N/A	N/A
Juvenile Correctional Complex	2	1	2	0	1
Juvenile Justice Authority	7	5	3	0	1
Kansas Arts Commission	0	1	1	0	0
Kansas Inc	N/A	N/A	N/A	N/A	N/A

**Appointment of Classified Employees by Agency
Fiscal Year 2004**

Agency	Hires	Rehires	Promotions	Demotions	Transfers
Kansas Public Employees Retirement System	3	1	13	1	0
Kansas State University	97	51	146	6	42
Ks Development Finance Dept.	0	0	0	0	0
KU Medical Center	55	10	13	0	24
Labor, Department of	11	24	54	6	16
Lansing Correctional Facility	154	48	80	9	32
Larned Correctional Mental Health Facility	22	6	22	1	5
Larned Juvenile Correctional Facility	20	10	15	2	20
Larned State Hospital	101	70	89	12	157
Legislative Coordinating Council	N/A	N/A	N/A	N/A	N/A
Legislative Division of Post Audit	N/A	N/A	N/A	N/A	N/A
Legislative Research	N/A	N/A	N/A	N/A	N/A
Legislature	N/A	N/A	N/A	N/A	N/A
Library, State	0	1	2	1	0
Lieutenant Governor, Office of the	N/A	N/A	N/A	N/A	N/A
Lottery, Kansas	0	0	3	0	2
Mortuary Arts, Board of	0	0	0	0	0
Neurological Institute, Kansas	8	11	5	6	50
Norton Correctional Facility	35	6	46	2	5
Nursing, Board of	3	2	0	0	0
Optometry Board of Examiners	0	0	0	0	0
Osawatomie State Hospital	38	20	29	1	20
Parole Board, Kansas	N/A	N/A	N/A	N/A	N/A
Parsons State Hospital and Training Center	17	23	35	3	15
Pharmacy, Board of	1	0	0	0	0
Pittsburg State University	18	9	81	2	11
Pooled Money Investment Board	0	0	0	0	0
Racing and Gaming Commission, Kansas	3	3	3	0	0
Rainbow Mental Health Facility	14	8	10	2	2
Real Estate Appraisal Board	0	0	0	0	0
Real Estate Commission	2	0	3	0	0
Regents, Board of	2	2	1	0	2
Revenue, Department of	40	25	93	10	27
Revisor of Statutes	N/A	N/A	N/A	0	N/A
Secretary of State	N/A	N/A	N/A	N/A	N/A
Securities Commissioner of Kansas	0	3	1	0	0
Sentencing Commission	N/A	N/A	N/A	N/A	N/A
Social & Rehabilitation Services, Dept	199	144	194	35	79
Tax Appeals, Board of	1	0	0	0	0
Technical Professions St Bd	0	0	1	0	0
Technology Enterprise Corporation, Kansas	N/A	N/A	N/A	N/A	N/A
Topeka Correctional Facility	22	9	27	5	5
Topeka Juvenile Correct.Facility	73	13	10	7	2
Transportation, Department of	158	83	470	21	77
Treasurer, State	0	0	0	0	0
University of Kansas	153	117	76	7	84
Veterans Affairs, Commission pm	96	54	19	4	37
Veterinary Examiners, Board of	0	0	0	0	0
Water Office	1	0	1	0	0
Wichita State University	39	16	19	4	2
Wildlife & Parks, Department of	7	6	43	1	3
Winfield Correctional Facility	31	2	29	3	6
Total	1909	965	2166	195	1157

Comments: The data represents the appointment of new and current state employees. Movement of employees occurred both within and between agencies. Data was gathered from SHARP FY 2004 action reason codes listed as follows:

Hires and Rehires: Concurrent (multiple) Positions, Higher Step-Exceptional Qualifications, Higher Step Reemployment, Higher Step Right of First Refusal (ROFR), Higher Step Interview Right (IR), Higher Step Reinstatement, Higher Step Rehire, IR, Rehire, Reemployment, Reinstatement, and ROFR.

Promotions: Promotion to New Position/Class, Promotion to Higher Step-Exceptional Qualifications, From Training Class.

Demotions: Involuntary, In Lieu of Layoff, Unsatisfactory Performance, and Voluntary

Transfers: Employee Request, Employer Request, In Lieu of Layoff

Source: SHARP FY 2004, excludes unclassified, temporary and student employees.

Turnover Report information:

Definition of Turnover Rate:

$$\text{Turnover} = \frac{\text{Terminations} * 100\%}{(\text{Begin Count} + \text{End Count}) / 2}$$

Diagram illustrating the Turnover Rate formula with annotations:

- Terminations: Total # Terminations during
- Multiplied by 100 to change decimal to percent
- Average # of classified employees: (Begin Count + End Count) / 2

Terminations: Retirements and voluntary, involuntary and neutral terminations.

Voluntary Terminations: Resignations.

Involuntary Terminations: Layoffs and Dismissals related to Personal Conduct, Unsatisfactory Work Performance or End of Limited Term Appointment.

Neutral Terminations: Death.

Report Explanation:

- Includes Classified, Regular employees only.
- Employees *leaving state service* through Retirements and Terminations only.
- Retirements and Terminations are *included* even if employee returned to state service at a later date.
- Averages are derived from begin and end count snapshots of the first and last day of the Fiscal Year and may not represent the totality of employment.
- Some positions may experience more than one termination during the report period.
- Categories with low employee numbers may have an artificially inflated turnover rate. Actual counts should be considered when examining turnover rates.

Classification Changes During FY 2004

Classes Abolished in FY 2004

Active Treatment Program Director
Adult Training Center Manager
Alcohol/Drug Abuse Program Consultant
Applications Programmer/Analyst I Trainee
Archivist I
Archivist II
Archivist III
Assistant Coordinator of Emergency Prep
Assistant Director – KBI
Associate Director - KBI
Blind Industries Product Technician
Business Enterprise Field Supervisor
Capacity Planning Specialist
Child Support Enforcement Specialist I
Child Support Enforcement Specialist II
Child Support Enforcement Specialist Superv
Clinical Pastoral Trainee
Conservation Officer I
Conservation Officer II

Conservation Park Ranger
Conservation Program Specialist I
Conservation Program Specialist II
Correctional Facilities Specialist I
Costume Technician
Dental Hygienist
Dental Inspector
Dietetic Technician
Director Chaplaincy Service
Disability Determination Program Director
Disability Determination Program Manager
Disability Examiner I
Disability Examiner II
Disability Examiner III
Disability Examiner IV
Economic and Employment Specialist I
Economic and Employment Specialist II
Economic and Employment Supervisor

Classification Changes During FY 2004, cont.,

Classes Abolished in FY 2004 cont.,

Fish Hatchery Assistant	Public Health Physicist
Fisheries Biologist Specialist I	Radiologic Technologist III
Fisheries Biologist Specialist II	Radiological Officer
Foster Grandparent Project Director	Radiological Program Coordinator
Grain Warehouse Administrator	Registered Nurse I
Historian	Rehabilitation Counselor I
Historic Preservation Specialist III	Rehabilitation Counselor II
Historic Sites Administrator	Rehabilitation Manager I
Information Center Manager	Rehabilitation Manager II
Laboratory Certification Program Manager	Rehabilitation Specialist I
Land Engineering Surveyor Coordinator	Rehabilitation Specialist II
Language Translator Clerk	Respiratory Therapist
Liquor Control Investigator	Revenue Field Agent I
Long Term Care Case Manager	Revenue Field Agent II
Long Term Care Staff Manager	Revenue Field Agent III
Long Term Care Supervisor	Safety and Health Inspector
Medical Record Administrator	Social Work Director
Medical Record Technician	Social Worker Trainee
Medical Record Technician in Training	Speech Pathologist/Audiologist III
Museum Conservation Technician	State Demographer
Network Transmission Manager	State Seed Laboratory Supervisor
Network Transmission Specialist	System Analyst II
Nutritionist I	Systems Analyst I
Occupational Therapist I	Travel Attendant
Occupational Therapy Assistant	Warden I
Orthotic/Prosthetic Technician I	Warden II
Paleontologist	Wildlife and Parks Manager
Physical Therapist I	Wildlife Biologist Specialist I
Physical Therapy Aide	Wildlife Biologist Specialist II
Program Support Worker	Wildlife/Parks Law Enforcement Sup
Psychology Trainee	Workers' Compensation Claims Advisor I
Psychometric Technician	Workers' Compensation Claims Advisor II

New Job Classes in FY 2004

Human Service Assistant
Human Service Consultant
Human Service Counselor
Human Service Specialist
Human Service Supervisor
Land Survey or II
Land Surveyor I
Natural Resource Officer I
Natural Resource Officer II
Natural Resource Officer III
Natural Resource Officer IV

Classification Changes During FY 2004, cont.,

Classes with Title Changes in FY 2004

Old Title

Funeral Home Inspector
Mental Health Trainee
Mental Retardation Technician I
Mental Retardation Technician II
Mental Retardation Specialist
Mental Retardation Trainee
Mental Retardation Unit Director
Nutritionist II
Nutritionist III
Occupational Therapist II
Orthotic/Prosthetic Technician II
Physical Therapy II
Qualified Mental Retardation Professional
Registered Nurse II
Registered Nurse III
Registered Nurse IV
Registered Nurse V
Safety and Health Inspector II

New Title

Funeral Home Crematory Inspector
Mental Health Aide Trainee
Developmental Disability Technician I
Developmental Disability Technician II
Developmental Disability Specialist
Developmental Disability Technician Trainee
Developmental Disability Unit Director
Nutritionist
Nutritionist Senior
Occupational Therapist
Assistive Technology Specialist
Physical Therapist
Qualified Developmental Disability Specialist
Registered Nurse
Registered Nurse Senior
Registered Nurse Specialist
Register Nurse Administrator
Safety and Health Specialist

**Separation of Classified Employees by Agency
Fiscal Year 2004**

Agency Name	Avg Num of Emp	Terminations				Total Separations
		Retirements	Involuntary	Neutral	Voluntary	
Accountancy, Board of	2	0	0	0	0	0
Adjutant General	47	2	0	0	5	7
Administration, Department of	636	23	2	4	38	67
Aging, Department on	164	5	0	1	19	25
Agriculture, Department of	260.5	6	2	1	11	20
Animal Health Department	26	0	0	0	4	4
Atchison Juvenile Correctional Fac	92.5	4	7	0	21	32
Attorney General	1	0	0	0	0	0
Banking Department	74	0	1	0	3	4
Barbering, Board of	1	0	0	0	0	0
Behavioral Sciences Reg Board	4.5	1	0	0	2	3
Beloit Juvenile Correct. Facility	83.5	0	2	0	3	5
Blind, School for the	27	0	0	0	2	2
Citizens Utility Ratepayer Board	2	0	0	0	0	0
Commerce, Department of	210.5	1	0	0	10	11
Conservation Commission	5.5	0	0	0	1	1
Corporation Commission	130	3	0	0	4	7
Corrections, Department of	275.5	5	4	0	16	25
Cosmetology, Board of	10	1	0	0	0	1
Credit Unions, Department of	12	0	0	0	0	0
Deaf, School for the	47.5	0	2	1	4	7
Dental Board	1.5	0	0	0	0	0
Education, Department of	168.5	3	0	1	12	16
El Dorado Correctional Facility	448	4	17	2	95	118
Ellsworth Correctional Facility	219	1	11	0	32	44
Emergency Medical Services	11.5	0	0	0	1	1
Emporia State University	309	3	2	0	17	22
Fair, Kansas State	21.5	1	0	0	1	2
Fire Marshal	43	2	1	0	0	3
Fort Hays State University	299.5	4	2	0	12	18
Healing Arts, Board of	22	1	0	0	2	3
Health and Environment, Dept of	786.5	10	5	2	54	71
Health Care Stab Fund Bd of Gov	8	0	0	0	0	0
Highway Patrol	785.5	17	8	1	36	62
Historical Society, State	109	1	0	1	6	8
Human Rights Commission, Kansas	27.5	1	0	0	7	8
Hutchinson Correctional Facility	506.5	11	11	1	53	76
Indigents Defense Services, Bd	62	1	1	0	9	11
Insurance Department	31.5	0	0	1	5	6
Investigation, Kansas Bureau of	147	5	0	0	4	9
Juvenile Justice Authority	25.5	0	0	0	8	8
Juvenile Correction Complex	2.5	0	0	0	0	0
Kansas Arts Commission	7	0	0	0	1	1
Kansas Housing Resources Corp	36	0	0	0	2	2
Kansas Public Emp Ret Sys	66.5	3	0	0	2	5

Separation of Classified Employees by Agency Fiscal Year 2004

Agency Name	Avg Num of Emp	Terminations				Total Separations
		Retirements	Involuntary	Neutral	Voluntary	
Kansas State University	1665	30	6	2	115	153
KU Medical Center	478.5	7	7	0	47	61
Labor, Department of	668.5	15	13	1	34	63
Lansing Correctional Facility	653	12	32	1	130	175
Larned Correctional Mental Hlth Fac	177.5	2	6	1	14	23
Larned Juvenile Correctional Fac	132	0	4	0	15	19
Larned State Hospital	698.5	17	12	2	90	121
Library, State	23.5	1	1	0	0	2
Lottery, Kansas	41	0	0	0	2	2
Mortuary Arts, Board of	2	0	0	0	0	0
Neurological Institute, Kansas	552.5	6	16	0	50	72
Norton Correctional Facility	252	3	9	0	20	32
Nursing, Board of	19	1	0	0	0	1
Optometry Board of Examiners	1	0	0	0	0	0
Osawatomie State Hospital	377	7	5	1	57	70
Parsons State Hosp & Trng Center	447.5	6	6	4	25	41
Pharmacy, Board of	5.5	0	0	0	0	0
Pittsburg State University	302	10	1	0	10	21
Pooled Money Investment Board	4	0	0	0	0	0
Racing and Gaming Comm, Ks	41	0	0	0	2	2
Rainbow Mental Health Facility	107	1	8	1	15	25
Real Estate Appraisal Board	1	0	0	0	0	0
Real Estate Commission	10.5	0	0	0	1	1
Regents, Board of	18.5	1	1	0	1	3
Revenue, Department of	1012	19	4	3	48	74
Securities Commissioner of Ks	17	0	0	0	0	0
Social & Rehab Services, Dept of	3357	75	12	8	198	293
Tax Appeals, Board of	13.5	0	0	0	1	1
Technical Professions, Board of	3	0	0	0	0	0
Topeka Correctional Facility	222	4	3	1	22	30
Topeka Juvenile Correct.Facility	216.5	3	25	0	53	81
Transportation, Department of	3082.5	56	23	8	171	258
Treasurer, State	11.5	1	0	0	0	1
University of Kansas	1471.5	21	39	4	192	256
Veterans' Affairs, Commission on	336	2	31	0	86	119
Water Office, Kansas	18	0	0	0	1	1
Wichita State University	654	7	7	0	55	69
Wildlife and Parks, Department of	395	7	0	1	8	16
Winfield Correctional Facility	198.5	2	5	0	26	33
Totals	23942.5	435	354	54	1991	2834
Percent of Total		15.35	12.49	1.91	70.25	100.00

Source: SHARP (August 2004); Excludes unclassified, temporary and student employees. N/A indicates the agency does not have classified employees.

Classified Employees Turnover by Agency

Agency Name	Avg Number of Employees	Turnover Rate (%)				
	FY 2004	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
Accountancy, Board of	2.0	100.00	0.00	50.00	0.00	0.00
Adjutant General	47.0	6.19	9.90	0.00	11.65	14.89
Administration, Department of	636.0	12.11	9.23	10.20	14.79	9.49
Aging, Department on	164.0	7.78	9.76	10.17	20.00	15.24
Agriculture, Department of	260.5	13.63	9.47	4.97	8.03	7.68
Animal Health Department	26.0	3.85	7.69	7.41	7.55	15.38
Atchison Juvenile Correctional Facility	92.5	12.56	15.50	15.67	16.51	34.59
Attorney General	1.0	0.00	66.67	0.00	0.00	0.00
Banking Department	74.0	13.74	15.04	7.30	14.09	5.41
Barbering, Board of	1.0	0.00	0.00	0.00	0.00	0.00
Behavioral Sciences Reg Board	4.5	57.14	54.55	0.00	0.00	66.67
Beloit Juvenile Correctional Facility	83.5	14.58	19.10	19.25	21.18	5.99
Blind, School for the	27.0	9.09	9.52	3.39	10.53	7.41
Citizens Utility Ratepayer Bd	2.0	0.00	0.00	0.00	0.00	0.00
Commerce and Housing, Department of	210.5	21.74	18.88	15.25	13.08	5.23
Corporation Commission	130.0	8.66	8.59	7.72	5.34	5.38
Corrections, Department of	275.5	8.45	13.47	8.11	10.73	11.02
Cosmetology, Board of	10.0	10.00	31.58	0.00	20.00	10.00
Credit Unions, Department of	12.0	18.18	9.09	9.09	0.00	0.00
Deaf, School for the	47.5	14.43	23.40	14.29	18.56	14.74
Dental Board	1.5	100.00	0.00	100.00	0.00	0.00
Education, Department of	168.5	8.31	7.72	7.52	12.58	9.50
El Dorado Correctional Facility	448.0	21.27	20.68	24.61	21.22	26.34
Ellsworth Correctional Facility	219.0	11.83	18.38	12.87	17.57	20.09
Emergency Medical Services	11.5	9.09	19.05	8.70	17.39	8.70
Emporia State University	309.0	12.44	10.08	8.14	8.67	7.12
Fair, Kansas State	21.5	22.86	10.00	20.00	30.00	9.30
Fire Marshal, State	43.0	10.39	7.32	2.33	4.60	6.98
Fort Hays State University	299.5	10.20	8.43	8.70	6.98	6.01
Governmental Ethics Commission	N/A	N/A	N/A	N/A	N/A	N/A
Governor, Office of the	N/A	N/A	N/A	N/A	N/A	N/A
Healing Arts, State Board of	22.0	13.64	14.29	0.00	18.18	13.64
Health & Environment, Department of	786.5	11.92	9.58	10.73	11.68	9.03
Health Care Stabilization Fund Board of Governors	8.0	28.57	0.00	0.00	0.00	0.00
Highway Patrol	785.5	13.67	12.40	11.53	7.36	7.89
Historical Society, State	109.0	15.08	20.08	9.72	13.04	7.34
Housing Resources Corporation	N/A	N/A	N/A	N/A	N/A	N/A
Human Rights Commission, Kansas	27.5	10.17	42.11	21.43	0.00	29.09
Hutchinson Correctional Facility	506.5	14.72	15.51	16.02	18.29	15.00
Indigents Defense Services, Board of	62.0	12.70	16.92	17.19	9.60	17.74
Insurance Department	31.5	2.15	4.82	5.48	8.70	19.05
Investigation, Kansas Bureau of	147.0	6.32	9.83	5.93	6.33	6.12
Judicial Council	N/A	N/A	N/A	N/A	N/A	N/A
Judiciary	N/A	N/A	N/A	N/A	N/A	N/A
Juvenile Justice Authority	25.5	4.65	12.50	19.61	15.39	31.37
Kansas Arts Commission	7.0	0.00	0.00	30.77	0.00	14.29
Kansas Housing Resources Corporation	36.0	ND	ND	ND		5.56
Kansas, Inc.	N/A	N/A	N/A	N/A	N/A	N/A
Kansas Public Employees Retirement System	66.5	6.78	6.61	7.52	14.93	7.52
Kansas State University	1,665.0	12.39	12.99	10.41	11.11	9.19
KU Medical Center	478.5	17.87	21.48	16.17	20.97	12.75
Labor, Department of	668.5	10.18	11.23	8.32	7.37	9.42
Larned Correctional Mental Health Facility	177.5	17.87	19.39	15.34	16.81	12.96
Larned Juvenile Correctional Facility	132.0	19.01	19.33	17.72	11.48	14.39
Larned State Hospital	698.5	13.75	17.17	11.82	16.63	17.32

Classified Employees Turnover by Agency

Agency Name	Avg Number of Employees		Turnover Rate (%)			
	FY 2003	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
Legislative Coordinating Council	N/A	N/A	N/A	N/A	N/A	N/A
Legislative Division of Post Audit	N/A	N/A	N/A	N/A	N/A	N/A
Legislative Research	N/A	N/A	N/A	N/A	N/A	N/A
Legislature	N/A	N/A	N/A	N/A	N/A	N/A
Library, State	23.5	21.28	4.26	4.17	8.33	8.51
Lieutenant Governor, Office of	N/A	N/A	N/A	N/A	N/A	N/A
Lottery, Kansas	41.0	17.78	2.35	22.50	2.53	4.88
Mortuary Arts, Board of	2.0	0.00	0.00	50.00	0.00	0.00
Neurological Institute, Kansas	552.5	11.59	16.34	17.13	13.73	13.03
Norton Correctional Facility	252.0	10.94	10.18	9.16	7.35	12.70
Nursing, Board of	19.0	27.59	14.29	24.24	21.62	5.26
Ombudsman for Corrections	N/A	0.00	0.00	0.00	200.00	N/A
Optometry Board of Examiners	1.0	0.00	200.00	0.00	0.00	0.00
Osawatomie State Hospital	377.0	24.51	25.80	21.76	20.33	18.47
Parole Board, Kansas	N/A	N/A	N/A	N/A	N/A	N/A
Parsons State Hospital and Training Center	447.5	9.85	10.94	8.98	10.88	9.16
Pharmacy, Board of	5.5	20.00	40.00	75.00	0.00	0.00
Pittsburg State University	302.0	8.99	8.97	8.91	5.32	6.95
Pooled Money Investment Board	4.5	N/R	N/R	N/R	22.22	0.00
Racing and Gaming Commission, Kansas	41.0	12.66	20.25	10.13	7.60	4.88
Rainbow Mental Health Facility	107.0	25.37	26.67	17.62	33.78	23.36
Real Estate Appraisal Board	1.0	66.67	0.00	0.00	0.00	0.00
Real Estate Commission	10.5	10.00	0.00	28.57	0.00	9.52
Regents, Board of	18.5	9.52	0.00	0.00	0.00	16.22
Revenue, Department of	1,012.0	9.17	9.89	7.97	6.92	7.31
Revisor of Statutes	N/A	N/A	N/A	N/A	N/A	N/A
Secretary of State	N/A	N/A	N/A	N/A	N/A	N/A
Securities Commissioner of Kansas	17.0	14.29	15.79	12.12	6.25	0.00
Sentencing Commission, Kansas	N/A	N/A	N/A	N/A	N/A	N/A
Social & Rehabilitation Services, Department of	3,357.0	10.20	9.85	9.10	10.60	8.73
State Conservation Commission	5.5	0.00	16.67	33.33	0.00	18.18
Tax Appeals, Board of	13.5	24.39	0.00	11.11	19.36	7.41
Technical Professions, Board of	3.0	0.00	0.00	0.00	0.00	0.00
Technology Enterprise Corporation	N/A	N/A	N/A	N/A	N/A	N/A
Topeka Correctional Facility	222.0	21.40	34.07	16.47	10.21	13.51
Topeka Juvenile Correctional Facility	216.5	15.74	13.18	24.39	19.62	37.41
Transportation, Kansas Department of	3,082.5	10.18	9.27	9.36	9.16	8.37
Treasurer, State	11.5	23.26	20.00	0.00	0.00	8.70
University of Kansas	1,471.5	21.07	21.34	20.34	16.88	17.40
Veterans' Affairs, Commission on	336.0	23.24	29.16	55.68	41.97	35.42
Veterinary Examiners, Board of	N/A	N/A	N/A	N/A	N/A	N/A
Water Office, Kansas	18.0	0.00	9.52	19.51	5.26	5.56
Wichita State University	654.0	14.62	12.30	11.90	13.56	10.55
Wildlife and Parks, Department of	395.0	5.18	6.18	4.09	6.11	4.05
Winfield Correctional Facility	198.5	16.58	16.00	14.65	13.17	16.61
Statewide		13.01	13.47	12.50	12.69	11.84

Source: SHARP (June 2000-2003, August 2004); excludes unclassified, temporary and student employees.

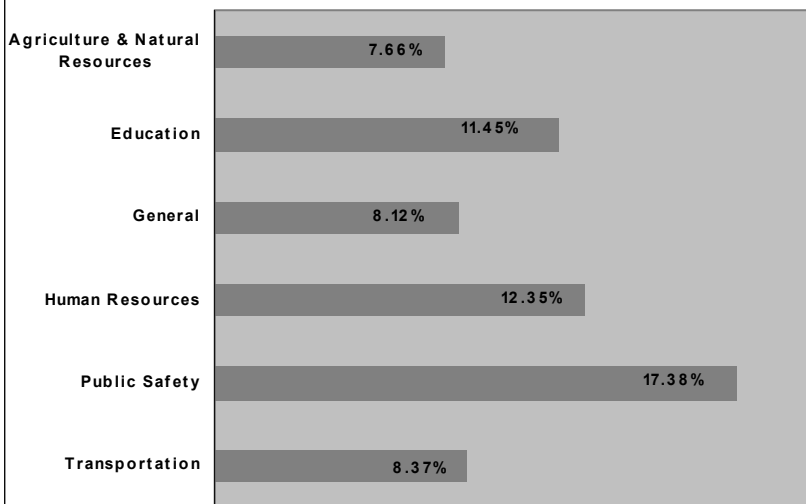
Agency Turnover FY 2004

Agencies with less than 10% Turnover

Excludes agencies with less than an average of 100 employees for FY 2004.

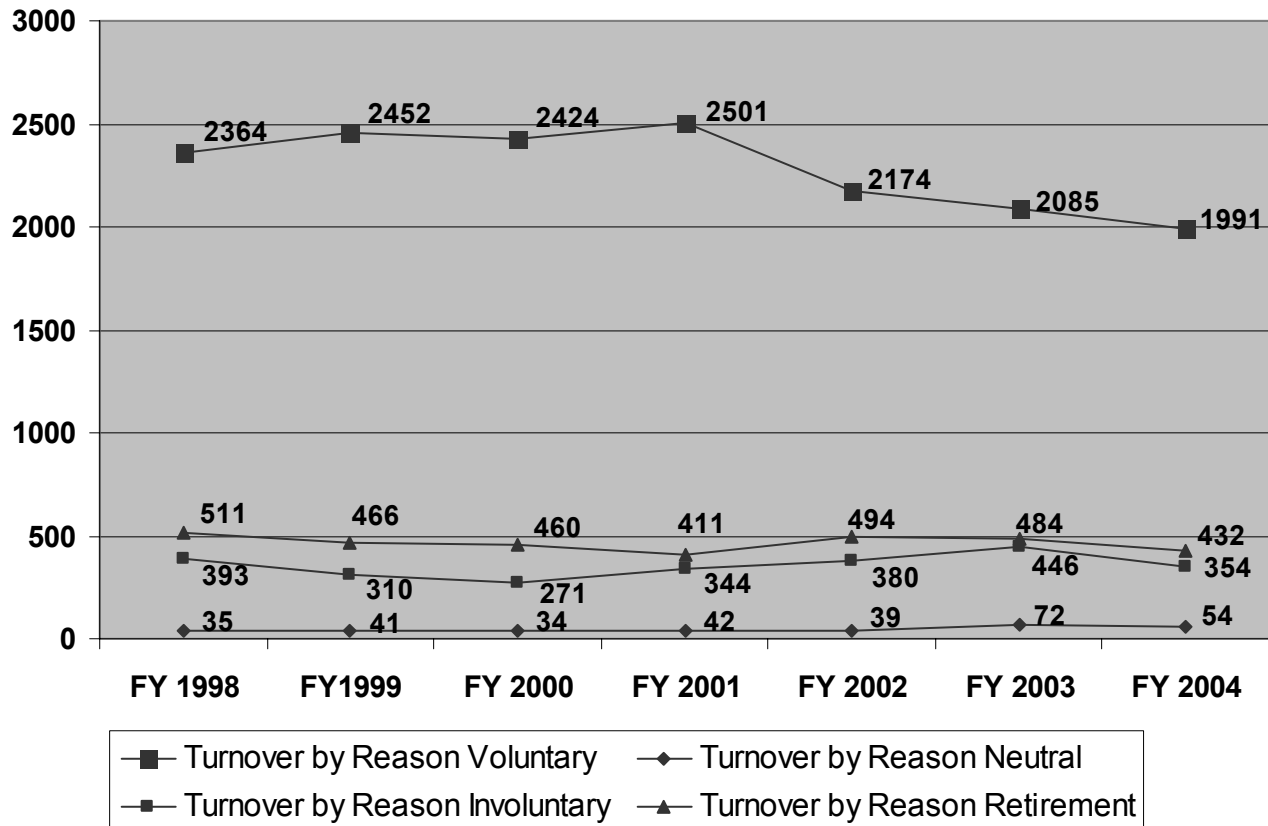
Agency Name	Average Number of Employees	Turnover
Wildlife and Parks, Department of	395	4.05%
Commerce, Department of	210.5	5.23%
Corporation Commission	130	5.38%
Fort Hays State University	299.5	6.01%
Investigation, Kansas Bureau of	147	6.12%
Pittsburg State University	302	6.95%
Emporia State University	309	7.12%
Revenue, Department of	1012	7.31%
Historical Society, State	109	7.34%
Agriculture, Department of	260.5	7.68%
Highway Patrol	785.5	7.89%
Transportation, Department of	3082.5	8.37%
Social & Rehabilitation Services, Dept	3357	8.73%
Health and Environment, Department of	786.5	9.03%
Parsons State Hospital & Training Center	447.5	9.16%
Kansas State University	1665	9.19%
Labor, Department of	668.5	9.42%
Administration, Department of	636	9.49%
Education, Department of	168.5	9.50%

Turnover by Function of Government



Source: SHARP (August 2004 for FY 2004); Excludes unclassified, temporary and student employees.

Turnover by Reason



Comments: The number of involuntary terminations during this time is largely due to the closure of Topeka State Hospital (1997-1998) and Winfield State Hospital (1998), the Grain Inspection Department (1998), and the Wheat Commission (2001) and more widespread layoffs in FY 2002 and 2003.

Source: SHARP (June 1998-2004); Excludes unclassified, temporary and student employees.

Turnover: Job Classes Above the FY 2004 State Average (11.84%)

Job Class	Avg Num of Employees		Turnover Rate			
	FY 2004	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
Activity Therapy Technician	23	11.94%	21.88%	31.58%	21.74%	13.04%
Accountant III	89	ND	ND	ND	5.46%	12.43%
Administrative Assistant	1165	16.10%	17.38%	15.87%	16.62%	13.56.%
Agricultural Assistant	16	9.52%	100.00%	30.77%	45.16%	51.61%
Agricultural Inspector I	31	29.33%	11.59%	15.63%	12.50%	22.58%
Agricultural Inspector III	16	ND	ND	ND	0.00%	12.90%
Automotive Driver	16	23.26%	27.78%	33.33%	29.41%	25.81%
Building Systems Technician	68	ND	ND	ND	10.29%	11.85%
Carpenter Senior	67	ND	ND	ND	12.00%	14.93%
CASP Police Officer	21	23.26%	13.64%	ND	4.44%	24.69%
Chemist II	18	24.39%	20.51%	17.65%	18.18%	16.36%
Clinical Chaplain	17	ND	ND	ND	6.25%	23.53%
Communications Specialist I	23	51.06%	40.96%	33.18%	28.99%	30.43%
Cook	95	28.72%	23.71%	22.64%	12.81%	23.16%
Cook Senior	33	0.00%	16.22%	0	15.15%	15.38%
Corrections Manager III	16	ND	ND	ND	0.00%	12.90%
Corrections Officer I (A)	605	39.93%	45.50%	44.29%	45.57%	51.28%
Corrections Officer II	410	11.45%	15.37%	ND	9.74%	14.15%
Custodial Specialist	20.3	44.19%	29.91%	26.72%	22.75%	20.31%
Custodial Supervisor	85	6.37%	10.65%	13.48%	10.71%	12.34%
Custodial Worker	176	21.70%	22.62%	26.37%	25.67%	22.22%
Developmental Disability Tech I	392	NA	NA	NA	NA	12.50%
Developmental Disability Tech Trainee	28	NA	NA	NA	NA	58.18%
Disability Examiner II	19	ND	ND	ND	5.33%	15.79%
Economic Development Rep II	37	36.00%	19.67%	ND	8.33%	19.18%
Electrician	16	9.30%	41.03%	21.05%	11.11%	12.50%
Electrician Senior	45	ND	ND	ND	7.34%	13.33%
Engineering Associate II	44	12.35%	2.33%	8.25%	17.02%	18.39%
Engineering Technician Associate	43	40.00%	22.22%	30.30%	17.89%	25.88%
Environmental Technician IV	24	ND	ND	ND	0.00%	12.77%
Equipment Operator Trainee	87	3.67%	11.67%	35.15%	34.59%	36.99%
Equipment Planning Technician II	23	ND	ND	ND	0.00%	13.04%
Food Service Worker	84	52.17%	56.98%	46.15%	39.31%	51.19%
Food, Drug AND Lodging Surveyor I	16	18.75%	5.56%	36.84%	22.86%	18.75%
General Maintenance and Repair Technician	100	23.48%	17.95%	25.93%	20.29%	20.10%
Health Care Assistant	124	27.69%	34.41%	84.62%	69.46%	54.25%
Health Facility Surveyor I	65	29.49%	11.51%	22.22%	24.06%	13.85%
Highway Maintenance Superintendent	32	6.25%	15.63%	ND	9.38%	12.70%
Highway Patrol Captain	20	ND	ND	ND	15.00%	15.00%
Human Services Assistant	122	NA	NA	NA	NA	21.40%
Human Services Counselor	49	NA	NA	NA	NA	24.74%
Human Services Specialist	426	NA	NA	NA	NA	13.38%
Juvenile Corrections Officer I	245	22.75%	22.03%	28.86%	23.84%	40.08%
Juvenile Corrections Officer II	49	15.19%	6.82%	12.77%	12.12%	26.80%
Laboratory Technician III	15.5	ND	ND	ND	10.53%	12.90%

Turnover: Job Classes Above the FY 2004 State Average (11.84%)

Turnover Rate

Job Class	Avg Num of Employees FY 2004	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004
Licensed Practical Nurse	41	21.05%	49.35%	29.73%	36.62%	27.16%
Licensed Practical Nurse Senior	63	4.30%	33.01%	26.79	25.00%	27.20%
Mechanic	24	ND	ND	ND	12.00%	17.02%
Mental Health Aide	215	21.76%	27.17%	13.92	22.17%	21.45%
Mental Health Trainee	40	84.21%	65.88%	78.95	90.67%	50.63%
Mental Health Specialist	61	ND	ND	ND	12.05%	22.95%
Microbiologist II	22	4.26%	15.38%	4.55	18.18%	13.95%
Microcomputer System Support Tech I	15	17.24%	18.60%	ND	13.79	13.33%
Office Assistant	285	18.18%	14.90%	16.01	23.70%	14.41%
Parole Officer I	74	11.76%	20.61%	7.45	14.19%	12.16%
Plant Science Technician I	23	13.70%	14.49%	ND	7.69%	13.04%
Plumber	19	16.67%	25.53%	12.5	14.63%	31.58%
Power Plant Operator Senior	47	13.16%	16.30%	12.31	20.97%	30.11%
Printer Specialist	31	7.06%	7.50%	13.7	5.80%	19.35%
Professional Civil Engineer III	16	ND	ND	ND	6.25%	12.90%
Professional Environmental Eng II	16	11.76%	13.33%	12.9	6.45%	12.90%
Program Specialist II	133	12.66%	16.46%	12.57	11.11%	13.58%
Psychologist II	27	15.15%	8.70%	11.43	34.48%	15.09%
Public Service Administrator 3	56	ND	ND	ND	6.53%	12.61%
Refrigerator and AC Service Tech Senior	39	ND	ND	ND	8.60%	18.18%
Registered Nurse	24	ND	ND	ND	21.74%	21.28%
Registered Nurse Senior	189	ND	ND	ND	ND	22.75%
Revenue Customer Rep	65	ND	ND	ND	10.88%	13.85%
Safety and Security Officer I	96	24.30%	20.44%	23.58	26.18%	16.75%
Social Work Specialist	24	6.06%	19.35%	ND	4.44%	17.02%
Special Investigator I	51	13.11%	29.27%	ND	6.84%	19.80%
Special Investigator II	49	3.52%	20.69%	22.99	4.21%	22.45%
Storekeeper Senior	73	ND	ND	ND	10.32%	17.81%
Utility Worker	35	30.67%	28.57%	35.51	30.38%	26.03%
Veterinary Technician II	18	ND	ND	ND	0.00%	16.67%

ND = no data, NA=not applicable, class did not exist in that year.

Comments: Excludes job classes with less than an average of 15 employees and job classes with a turnover rate below the state average (11.84%). The average turnover rate in FY2000 was 13.01%, for FY2001 it was 13.47%, for FY2002 it was 12.50% and for FY2003 it was 12.69%.

Source: SHARP (June of FY2000, 2001, 2002, 2003 and 2004); excludes unclassified, temporary and student employees.

Job Class Turnover FY 2004

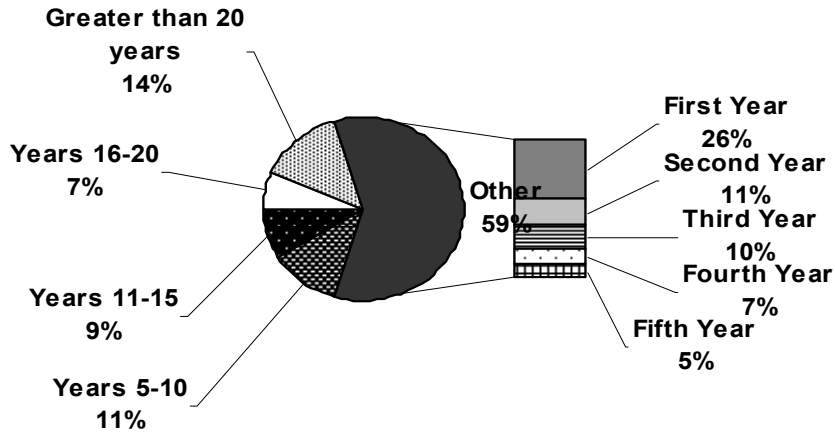
Job Classes with 0% Turnover in FY 2004

Job Class Title	Average Number of Employees
Lab Educational Technician	15
Grounds Maintenance Super II	15.5
Juvenile Corrections Specialist	16
Computer Operator II	17
Property Appraiser II	17
Laundry Worker	17
Developmental Disability Specialist	17.5
Correctional Industries Mgr	18.5
Custodial Manager	19
Librarian I	19.5
Installation/Service Tech III	22
Sys Software Prog/Analyst IV	22
Veterans Service Rep I	22
Environmental Geologist III	22
Wildlife/Parks Manager	25.5
Conservation Officer I	28.5
Environmental Scientist IV	31.5
Environmental Scientist I	36.5
Econ and Employ Support Spc II	37
Microcomputer Sys Supp Tech II	40
Attorney II	59
Excludes job classes with less than an average of 15 employees in FY2004.	

Job Classes with 20% or Greater Turnover in FY 2004

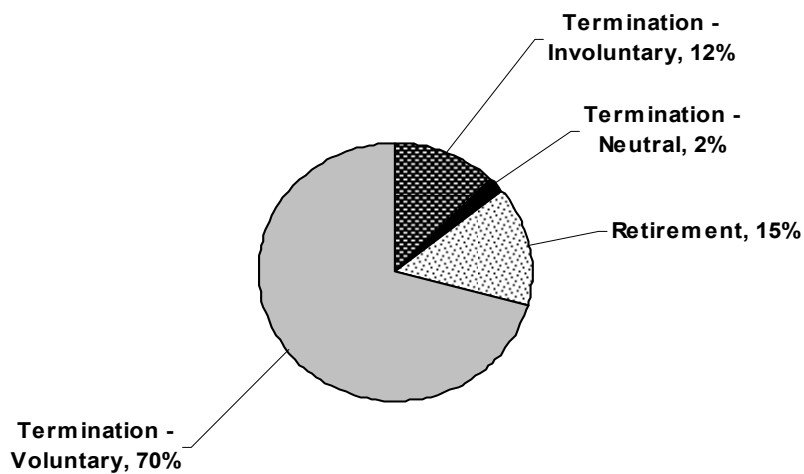
Job Class Title	Average Number of Employees	Turnover
Develop Disability Tech Trainee	27.5	58.18%
Health Care Assistant	123.5	54.25%
Agricultural Assistant	15.5	51.61%
Corrections Officer I (A)	604.5	51.28%
Food Service Worker	84	51.19%
Mental Health Aide Trainee	39.5	50.63%
Juvenile Corrections Officer I	244.5	40.08%
Equipment Operator Trainee	86.5	36.99%
Plumber	19	31.58%
Communications Specialist I	23	30.43%
Power Plant Operator Senior	46.5	30.11%
Licensed Practical Nurse Sr	62.5	27.20%
Licensed Practical Nurse	40.5	27.16%
Juvenile Corrections Officer II	48.5	26.80%
Utility Worker	34.5	26.09%
Engineering Technician Assoc	42.5	25.88%
Automotive Driver	15.5	25.81%
Human Services Counselor	48.5	24.74%
CASP Police Officer	20.5	24.39%
Clinical Chaplain	17	23.53%
Cook	95	23.16%
Mental Health Specialist	61	22.95%
Registered Nurse Senior	189	22.75%
Agricultural Inspector I	31	22.58%
Special Investigator II	49	22.45%
Custodial Worker	175.5	22.22%
Mental Health Aide	214.5	21.45%
Human Services Assistant	121.5	21.40%
Registered Nurse	23.5	21.28%
Custodial Specialist	517	20.31%
Gen Maint And Repair Tech	99.5	20.10%
Excludes job classes with less than an average of 15 employees in FY2004.		

**Terminations by Length of Service:
Percent Breakdown by Length of Service
FY 2004**



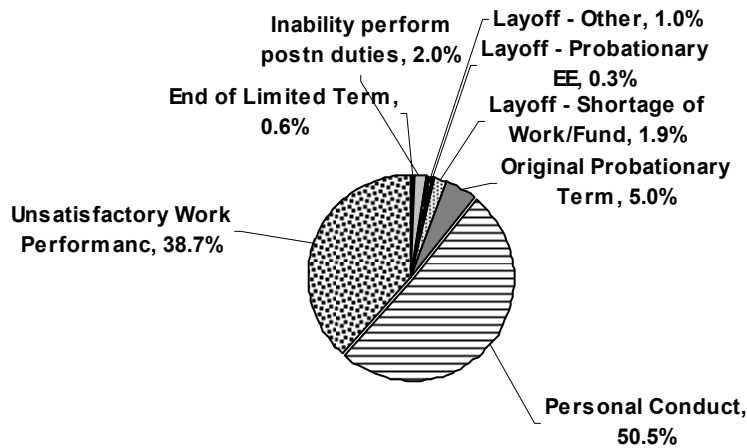
Source: SHARP (June 2004); Excludes unclassified, temporary and student employees.

**FY 2004 Classified Employee Turnover Due to Leaving
State Service**



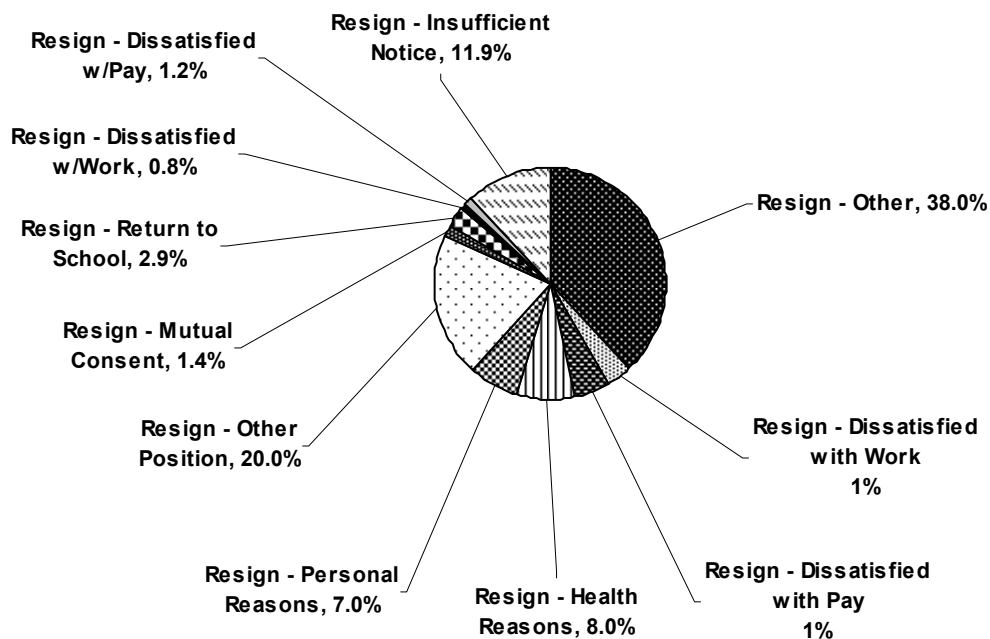
Source: SHARP (June 2004); Excludes unclassified, temporary and student employees.

Classified Employee Turnover Due to Leaving State Service
Involuntary Terminations: Percent Breakdown by Type of Termination
FY 2004



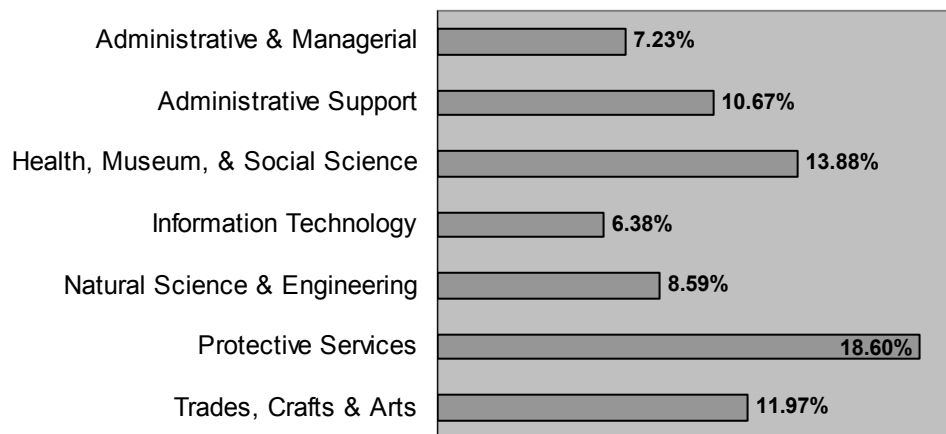
Source: SHARP (June 2004); Excludes unclassified, temporary and student employees.

Classified Employee Turnover Due to Leaving State Service
Voluntary Terminations: Percent Breakdown by Type of Terminations
FY 2004



Source: SHARP (June 2004); Excludes unclassified, temporary and student employees.

Turnover by Recruitment Category



Source: SHARP (June 2004); Excludes unclassified, temporary and student employees.

Retirement Analysis

Criteria use for the retirement charts:

- All data includes classified regular, unclassified regular and unclassified temporary employees.
- All retirement data includes early retirements.
- Retirement buy back options were not considered in retirement calculations.
- The data for this section was generated from SHARP as of July 1, 2004
- All retirement calculations are based on the service date and birth date as reported in SHARP. This does not account for employees who may have other KPERS eligible service.
- Employees not contributing to the Kansas Public Employees Retirement System (KPERS) are not included in this data, with the exception of counts of state employees, which includes all employees except temporary and student employees.

Retirement Eligibility Criteria

- Employees age 65 or over;
- Employees age 62 or over, with 10 years of qualifying state employment
- Employees qualifying under the “85 point” plan; OR
- Employees age 55 or over with 10 years of service (not qualifying under any of the previous three criteria) taking *early* retirement with reduced benefits.

Actual and Eligible Retirements by Agency
Fiscal Year 2004

Agency Name	Number of Employees Fiscal Year 2004	Actual Retirements		Retirement Eligibles by December 2009			Percent Eligible
		January 1996- June 2003		Early	Full	Total	
Accountancy, Board of	3	0	1	0	1	33%	
Adjutant General	200	22	39	41	80	40%	
Administration, Department of	605	154	71	191	262	43%	
Aging, Department on	172	26	23	49	72	42%	
Agriculture, Department of	276	61	28	78	106	38%	
Animal Health Department	28	3	4	9	13	46%	
Atchison Juvenile Correct.Facility	88	18	10	14	24	27%	
Attorney General	82	2	11	9	20	24%	
Banking Department	83	6	9	8	17	20%	
Barbering, Board of	3	0	0	3	3	100%	
Behavioral Sciences Reg Board	7	1	1	0	1	14%	
Beloit Juvenile Correct.Facility	87	9	9	18	27	32%	
Blind, School for the	82	9	18	18	36	44%	
Citizens Utility Ratepayer Board	5	0	2	1	3	60%	
Commerce, Department of	336	13	48	116	164	49%	
Conservation Commission	11	1	3	2	5	45%	
Corporation Commission, Kansas	192	31	32	49	81	42%	
Corrections, Department of	286	25	35	49	84	29%	
Cosmetology, Board of	11	3	1	3	4	36%	
Credit Unions, Department of	13	3	3	5	8	62%	
Deaf, School for the	148	22	21	35	56	38%	
Dental Board	3	3	0	0	0	0%	
Education, Department of	201	36	28	54	82	41%	
El Dorado Correctional Facility	457	19	9	8	17	4%	
Ellsworth Correctional Facility	216	9	8	11	19	9%	
Emergency Medical Services	13	3	3	4	7	54%	
Emporia State University	N/R	N/R	N/R	N/R	N/R	N/R	
Fire Marshal	45	6	8	11	19	42%	
Fort Hays State University	N/R	N/R	N/R	N/R	N/R	N/R	
Governor, Office of the	36	1	4	4	8	22%	
Healing Arts, Board of	29	4	1	6	7	24%	
Health and Environment, Dept of	808	124	115	178	293	36%	
Health Care Stab Fund, Bd of Gov	14	3	0	4	4	29%	
Highway Patrol	788	132	33	60	93	12%	
Historical Society, State	112	16	16	31	47	42%	
Human Rights Commission, Kansas	29	7	2	9	11	38%	
Hutchinson Correctional Facility	506	60	13	16	29	6%	
Indigents Defense Services Board	155	5	14	9	23	15%	
Insurance Department	127	14	17	34	51	40%	
Investigation, Kansas Bureau of	151	32	12	31	43	28%	
Judicial Branch	1838	198	216	419	635	35%	
Judicial Council	4	0	0	2	2	50%	
Juvenile Correctional Complex	5	0	2	2	4	80%	
Juvenile Justice Authority	37	1	7	5	12	32%	
Kansas Arts Commission	8	2	2	2	4	50%	
Kansas Housing Resources Corp	41	0	1	5	6	15%	
Kansas Inc	4	0	2	0	2	50%	
Kansas Public Employees Retirement Sys	78	18	11	21	32	41%	

Actual and Eligible Retirements by Agency
Fiscal Year 2004

Agency Name	Number of Employees Fiscal Year 2004	Actual Retirements		Retirement Eligibles by December 2009			
		January 1996- June 2003		Early	Full	Total	Percent Eligible
Kansas State University	N/R		N/R	N/R	N/R	N/R	N/R
Kansas Comm Governmental Standards	9		0	0	4	4	44%
KU Medical Center	N/R		N/R	N/R	N/R	N/R	N/R
Labor, Department of	565		166	64	202	266	47%
Lansing Correctional Facility	672		87	7	15	22	3%
Larned Correctional Mental Health Fac	180		10	6	5	11	6%
Larned Juvenile Correct.Facility	141		6	9	12	21	15%
Larned State Hospital	762		144	78	189	267	35%
Legislative Coordinating Council	11		5	2	4	6	55%
Legislative Division of Post Audit	21		2	1	5	6	29%
Legislative Research Dept	37		6	3	12	15	41%
Legislature	33		19	4	13	17	52%
Library, State	28		3	7	6	13	46%
Lieutenant Governor, Office of the	1		0	1	0	1	100%
Lottery, Kansas	79		9	15	14	29	37%
Mortuary Arts, Board of	3		0	1	1	2	67%
Neurological Institute, Kansas	545		66	55	109	164	30%
Norton Correctional Facility	255		24	3	6	9	4%
Nursing, Board of	22		3	2	4	6	27%
Optometry Examiners, Board of	1		0	0	1	1	100%
Osawatomie State Hospital	391		97	43	107	150	38%
Parole Board, Kansas	3		0	0	2	2	67%
Parsons State Hospital & Training Center	463		66	46	103	149	32%
Pharmacy, Board of	7		1	0	1	1	14%
Pittsburg State University	N/R		N/R	N/R	N/R	N/R	N/R
Racing and Gaming Commission, Kansas	59		5	7	10	17	29%
Rainbow Mental Health Facility	110		16	16	24	40	36%
Real Estate Appraisal Board	2		0	1	0	1	50%
Real Estate Commission	12		2	2	1	3	25%
Regents, Board of	47		3	7	10	17	36%
Revenue, Department of	1035		182	131	218	349	34%
Revisor of Statutes	26		6	1	11	12	46%
Secretary of State	49		7	5	6	11	22%
Securities Commissioner, Office of the	28		4	3	6	9	32%
Sentencing Commission	7		0	2		2	29%
Social & Rehabilitation Services, Dept of	3717		520	469	911	1380	37%
Tax Appeals, Board of	18		6	2	5	7	39%
Technical Professions, State Board of	5		0	2	2	4	80%
Technology Enterprises Corporation	25		1	3	5	8	32%
Topeka Correctional Facility	224		43	6	9	15	7%
Topeka Juvenile Correct.Facility	221		30	19	32	51	23%
Transportation, Department of	3079		538	325	620	945	31%
Treasurer, State	45		5	8	4	12	27%
University of Kansas	N/R		N/R	N/R	N/R	N/R	N/R
Veterans Affairs, Commission on	358		32	33	59	92	26%
Veterinary Examiners	3		0	1	0	1	33%
Water Office, Kansas	21		6	3	5	8	38%
Wichita State University	N/R		N/R	N/R	N/R	N/R	N/R
Wildlife and Parks, Department of	409		50	40	106	146	36%
Winfield Correctional Facility	199		14	8	7	15	8%
Totals	22,351		3,286	2,334	4,490	6,824	31%

Source: SHARP (July 1996 through June 2004). Excludes temporary and student employees. "N/R" indicates the information was not reported for Regents institutions. Number of employees includes employees not participating in KPER's.

Agencies with 40% or more of their workforce consisting of employees that are retirement eligible by 2009

Excludes agencies with less than 100 employees for FY 2004

Adjutant General	40%
Administration, Department of	43%
Aging, Department on	42%
Commerce, Department of	49%
Corporation Commission, Kansas	42%
Education, Department of	41%
Historical Society, State	42%
Insurance Department	40%
Labor, Department of	47%

Agencies with 15% or less of their workforce consisting of employees that are retirement eligible by 2009.

Excludes agencies with less than 100 employees for FY2004

El Dorado Correctional Facility	4%
Ellsworth Correctional Facility	9%
Highway Patrol	12%
Hutchinson Correctional Facility	6%
Indigents Defense Services, Board of	15%
Lansing Correctional Facility	3%
Larned Correctional Mental Health Fac	6%
Norton Correctional Facility	4%
Topeka Correctional Facility	7%
Winfield Correctional Facility	8%

Source: SHARP (July 1996 through June 2004). Excludes temporary and student employees.

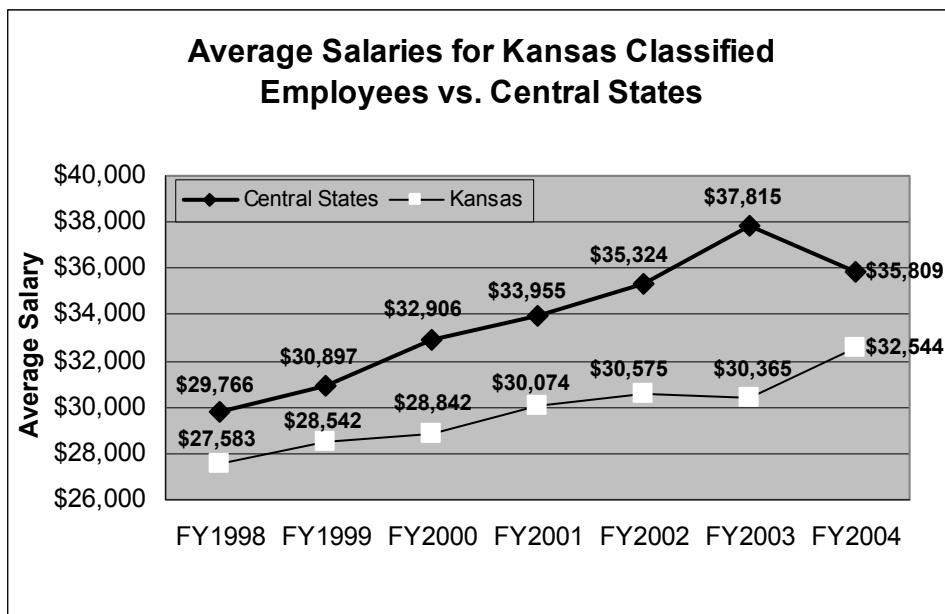
Direct and Indirect Compensation Analysis

State Compensation Comparison

Kansas ranked 16th out of 25 states within the Central States for average classified employee salary. This is up from 17th in FY 2003.

Kansas

Fiscal Year	General Increase
1998	1.0%
1999	1.5%
2000	1.0%
2001	0.0%
2002	3.0%
2003	1.5%
2004	3.0%



Source: Prior annual reports; 2004 Central States Compensation Association. Excludes unclassified, temporary and student employees

Classified Employee Vacation Leave Usage by Agency
Fiscal Year 2004

Agency Name	Number of Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Accountancy, Board of	2.00	219.25	\$2,524.21	109.63	\$1,262.11
Adjutant General	45.00	5472	\$89,708.55	121.60	\$1,993.52
Administration, Department of	581.00	83744.5	\$1,491,082.11	144.14	\$2,566.41
Aging, Department on	164.00	18782.25	\$356,657.40	114.53	\$2,174.74
Agriculture, Department	262.00	32892	\$616,822.67	125.54	\$2,354.29
Animal Health Department	26.00	2917.75	\$50,779.34	112.22	\$1,953.05
Atchison Juvenile Correctional Facility	87.00	10901.5	\$156,659.43	125.30	\$1,800.68
Attorney General	1.00	114.25	\$2,121.92	114.25	\$2,121.92
Banking Department	76.00	8365.25	\$182,879.91	110.07	\$2,406.31
Barbering, Board of	1.00	36	\$494.28	36.00	\$494.28
Behavioral Sciences Regulatory Board	4.00	348.75	\$4,842.64	87.19	\$1,210.66
Beloit Juvenile Correct.Facility	86.00	9033.25	\$131,967.21	105.04	\$1,534.50
Blind, School for the	26.00	3440.5	\$49,358.76	132.33	\$1,898.41
Citizens Utility Ratepayer Board	2.00	296.75	\$4,176.28	148.38	\$2,088.14
Commerce, Department of	327.00	19255.25	\$355,015.93	58.88	\$1,085.68
Conservation Commission	5.00	644.75	\$10,187.47	128.95	\$2,037.49
Corporation Commission	129.00	17294.5	\$305,486.94	134.07	\$2,368.12
Corrections, Department of	271.00	33029	\$591,427.50	121.88	\$2,182.39
Cosmetology, Board of	10.00	1308.75	\$16,050.30	130.88	\$1,605.03
Credit Unions, Department of	12.00	1411.25	\$29,619.88	117.60	\$2,468.32
Deaf, School for the	48.00	5076.25	\$62,506.65	105.76	\$1,302.22
Dental Board	2.00	128	\$1,384.24	64.00	\$692.12
Education, Department of	169.00	19832	\$361,370.03	117.35	\$2,138.28
El Dorado Correctional Facility	456.00	47833	\$693,321.46	104.90	\$1,520.44
Ellsworth Correctional Facility	215.00	24043.25	\$370,673.50	111.83	\$1,724.06
Emergency Medical Services	12.00	1299.75	\$21,510.45	108.31	\$1,792.54
Emporia State University	N/R	N/R	N/R	N/R	N/R
Fire Marshal	43.00	5436.25	\$105,037.04	126.42	\$2,442.72
Fort Hays State University	N/R	N/R	N/R	N/R	N/R
Governor, Office of the	0.00	N/A	N/A	N/A	N/A
Healing Arts, Board of	23.00	2866.25	\$39,945.35	124.62	\$1,736.75
Health and Environment, Department of	789.00	93243.5	\$1,791,090.93	118.18	\$2,270.08
Health Care Stabilization Fund Board of Governors	8.00	1258.5	\$16,290.88	157.31	\$2,036.36
Highway Patrol	780.00	91788	\$1,818,635.72	117.68	\$2,331.58
Historical Society, State	111.00	13113.25	\$211,139.45	118.14	\$1,902.16
Human Rights Commission, Kansas	25.00	2624	\$39,977.35	104.96	\$1,599.09
Hutchinson Correctional Facility	506.00	56115	\$842,815.52	110.90	\$1,665.64
Indigents Defense Services Board	62.00	7212.75	\$93,372.12	116.33	\$1,506.00
Insurance Department	30.00	4183.5	\$51,989.39	139.45	\$1,732.98
Investigation, Kansas Bureau of	144.00	16902.5	\$343,419.27	117.38	\$2,384.86
Judicial Branch	0.00	N/A	N/A	N/A	N/A
Judicial Council	0.00	N/A	N/A	N/A	N/A
Juvenile Correctional Complex	5.00	433.5	\$5,283.80	86.70	\$1,056.76
Juvenile Justice Authority	26.00	2506.25	\$46,334.63	96.39	\$1,782.10
Kansas Arts Commission	7.00	794.5	\$14,847.68	113.50	\$2,121.10
Kansas Housing Resources Corporation	34.00	3763.5	\$74,656.47	110.69	\$2,195.78
Kansas Inc	0.00	N/A	N/A	N/A	N/A
Kansas Public Employees Retirement System	66.00	8595.5	\$141,958.78	130.23	\$2,150.89
Kansas State Fair Board	22.00	2387.5	\$35,431.48	108.52	\$1,610.52
Kansas State University	N/R	N/R	N/R	N/R	N/R

Classified Employee Vacation Leave Usage by Agency
Fiscal Year 2004

Agency Name	Number of Employees	Agency Total Hours	Agency Total Dollars	Average Per Employee	
				Hours	Dollars
Kansas Technology Enterprise Corp	0.00	N/A	N/A	N/A	N/A
Ks Comm Gvmtl Stds & Conduct	0.00	N/A	N/A	N/A	N/A
KU Medical Center	473.00	N/R	N/R	N/R	N/R
Labor, Department of	542.00	93892.6	\$1,684,970.31	173.23	\$3,108.80
Lansing Correctional Facility	671.00	73312.25	\$1,127,008.65	109.26	\$1,679.60
Larned Correctional Mental Health Facility	180.00	20821.5	\$312,186.89	115.68	\$1,734.37
Larned Juvenile Correct.Facility	139.00	13050.25	\$187,614.16	93.89	\$1,349.74
Larned State Hospital	739.00	77367.75	\$1,054,292.85	104.69	\$1,426.65
Legislative Coordinating Council	0.00	N/A	N/A	N/A	N/A
Legislative Division of Post Audit	0.00	N/A	N/A	N/A	N/A
Legislative Research Dept	0.00	N/A	N/A	N/A	N/A
Legislature	0.00	N/A	N/A	N/A	N/A
Library, State	24.00	3303	\$52,238.46	137.63	\$2,176.60
Lieutenant Governor, Office of the	0.00	N/A	N/A	N/A	N/A
Lottery, Kansas	41.00	5061.25	\$89,003.19	123.45	\$2,170.81
Mortuary Arts, Board of	2.00	307	\$4,341.42	153.50	\$2,170.71
Neurological Institute, Kansas	542.00	67883.5	\$930,001.89	125.25	\$1,715.87
Norton Correctional Facility	255.00	31754	\$475,122.19	124.53	\$1,863.22
Nursing, Board of	20.00	1977.75	\$31,033.15	98.89	\$1,551.66
Optometry Examiners, Board	1.00	82	\$1,531.37	82.00	\$1,531.37
Osawatomie State Hospital	375.00	43673.5	\$619,478.71	116.46	\$1,651.94
Parole Board, Kansas	0.00	N/A	N/A	N/A	N/A
Parsons State Hospital & Training Center	456.00	58568.75	\$806,757.91	128.44	\$1,769.21
Pharmacy, Board of	6.00	612.5	\$11,627.68	102.08	\$1,937.95
Pittsburg State University	N/R	N/R	N/R	N/R	N/R
Racing and Gaming Commission, Kansas	42.00	4532.75	\$70,661.29	107.92	\$1,682.41
Rainbow Mental Health Facility	105.00	11000.75	\$167,735.51	104.77	\$1,597.48
Real Estate Appraisal Board	1.00	128	\$2,631.28	128.00	\$2,631.28
Real Estate Commission	11.00	1184.75	\$16,959.48	107.70	\$1,541.77
Regents, Board of	20.00	2127.25	\$36,940.48	106.36	\$1,847.02
Revenue, Department of	1005.00	131644	\$2,138,435.42	130.99	\$2,127.80
Revisor of Statutes	0.00	N/A	N/A	N/A	N/A
Secretary of State	0.00	N/A	N/A	N/A	N/A
Securities Commissioner, Office of the	18.00	1959	\$40,060.87	108.83	\$2,225.60
Sentencing Commission	0.00	N/A	N/A	N/A	N/A
Social & Rehabilitation Services	3378.00	420111.75	\$6,825,439.72	124.37	\$2,020.56
Tax Appeals, Board of	13.00	1692.75	\$22,214.06	130.21	\$1,708.77
Technical Professions State Board of	3.00	412	\$5,475.03	137.33	\$1,825.01
Topeka Correctional Facility	224.00	25611	\$402,001.01	114.33	\$1,794.65
Topeka Juvenile Correct.Facility	219.00	23661.5	\$328,883.58	108.04	\$1,501.75
Transportation, Department of	3069.00	382825.5	\$6,301,769.90	124.74	\$2,053.36
Treasurer, State	14.00	1653.5	\$23,394.79	118.11	\$1,671.06
University of Kansas	N/R	N/R	N/R	N/R	N/R
Veteran Affairs Commission of	354.00	31953.75	\$376,047.10	90.26	\$1,062.28
Veterinary Examiners, Board of	0.00	N/A	N/A	N/A	N/A
Water Office, Kansas	18.00	2534	\$60,357.84	140.78	\$3,353.21
Wichita State University	N/R	N/R	N/R	N/R	N/R
Wildlife and Parks, Department of	395.00	46840.25	\$831,112.78	118.58	\$2,104.08
Winfield Correctional Facility	199.00	23241.5	\$353,028.86	116.79	\$1,774.01
Totals	19,254.00	2,265,725.60	\$37,021,212.75	117.68	\$1,922.78

Comments: Agency Total Dollars was determined by calculating the vacation leave for each classified employee and multiplying by the employee's actual hourly rate of pay when the leave was used. Average vacation leave used per classified employee was determined by calculating the vacation leave for each agency and dividing by the total number of classified employees in the agency as of June 2004. Average dollars per employee was determined by calculating the total dollars for the agency and dividing by the total number of classified employees in the agency as of June 2004

Source: SHARP (June 2004); Excludes unclassified, temporary and student employees. "N/R" indicates leave and number of employees were not reported for Regent's institutions. "N/A" indicates the agency does not have classified employees.

Unclassified Employee Vacation Leave Usage by Agency
Fiscal Year 2004

Agency Name	Number of Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Accountancy, Board of	1	68.00	\$1,852.55	68.00	\$1,852.55
Adjutant General	155	18,471.00	\$274,631.52	119.17	\$1,771.82
Administration, Department of	24	3,585.00	\$117,774.59	149.38	\$4,907.27
Aging, Department on	8	896.00	\$29,829.55	112.00	\$3,728.69
Agriculture, Department	14	1,248.00	\$33,524.49	89.14	\$2,394.61
Animal Health Department	2	203.75	\$5,379.69	101.88	\$2,689.85
Atchison Juvenile Correctional Facility	1	56.00	\$1,751.85	56.00	\$1,751.85
Attorney General	81	7,365.50	\$156,715.15	90.93	\$1,934.75
Banking Department	7	775.00	\$25,588.06	110.71	\$3,655.44
Barbering, Board of	1	132.00	\$2,367.41	132.00	\$2,367.41
Behavioral Sciences Regulatory Board	3	407.00	\$8,550.63	135.67	\$2,850.21
Beloit Juvenile Correct.Facility	1	24.00	\$883.63	24.00	\$883.63
Blind, School for the	56	1,268.00	\$27,779.09	22.64	\$496.06
Citizens Utility Ratepayer Board	3	355.00	\$11,447.15	118.33	\$3,815.72
Commerce, Department of	9	624.50	\$17,793.39	69.39	\$1,977.04
Conservation Commission	6	670.00	\$16,817.53	111.67	\$2,802.92
Corporation Commission	63	7,632.50	\$211,094.35	121.15	\$3,350.70
Corrections, Department of	15	1,520.00	\$54,168.31	101.33	\$3,611.22
Cosmetology, Board of	1	160.00	\$3,435.23	160.00	\$3,435.23
Credit Unions, Department of	1	132.00	\$4,084.03	132.00	\$4,084.03
Deaf, School for the	100	196.00	\$8,986.33	1.96	\$89.86
Dental Board	1	N/A	N/A	N/A	N/A
Education, Department of	32	3,496.25	\$119,501.34	109.26	\$3,734.42
El Dorado Correctional Facility	1	100.00	\$2,450.36	100.00	\$2,450.36
Ellsworth Correctional Facility	1	144.00	\$3,611.77	144.00	\$3,611.77
Emergency Medical Services	1	96.00	\$2,905.06	96.00	\$2,905.06
Emporia State University	N/R	N/R	N/R	N/R	N/R
Fire Marshal	2	228.00	\$5,968.01	114.00	\$2,984.01
Fort Hays State University	N/R	N/R	N/R	N/R	N/R
Governor, Office of the	36	1,915.75	\$39,788.11	53.22	\$1,105.23
Healing Arts, Board of	6	796.75	\$24,501.22	132.79	\$4,083.54
Health and Environment, Department of	19	1,601.00	\$54,115.30	84.26	\$2,848.17
Health Care Stabilization Fund Board of Governors	6	831.00	\$23,116.02	138.50	\$3,852.67
Highway Patrol	8	472.00	\$14,941.94	59.00	\$1,867.74
Historical Society, State	1	108.00	\$3,712.79	108.00	\$3,712.79
Human Rights Commission, Kansas	4	424.00	\$12,432.44	106.00	\$3,108.11
Hutchinson Correctional Facility	1	56.00	\$1,326.85	56.00	\$1,326.85
Indigents Defense Services Board	93	8,196.50	\$202,213.53	88.13	\$2,174.34
Insurance Department	97	10,842.25	\$254,780.13	111.78	\$2,626.60
Investigation, Kansas Bureau of	7	832.00	\$33,489.22	118.86	\$4,784.17
Judicial Branch	1838	189,917.50	\$3,078,130.42	103.33	\$1,674.72
Judicial Council	4	454.00	\$11,138.20	113.50	\$2,784.55
Juvenile Correctional Complex	0	N/A	N/A	N/A	N/A
Juvenile Justice Authority	11	1,057.00	\$30,650.14	96.09	\$2,786.38
Kansas Arts Commission	1	16.00	\$545.42	16.00	\$545.42
Kansas Housing Resources Corporation	7	527.50	\$9,999.78	75.36	\$1,428.54
Kansas Inc	4	376.75	\$8,759.84	94.19	\$2,189.96
Kansas Public Employees Retirement System	12	1,538.00	\$64,419.60	128.17	\$5,368.30
Kansas State Fair Board	1	104.00	\$3,662.64	104.00	\$3,662.64
Kansas State University	N/R	N/R	N/R	N/R	N/R

Unclassified Employee Vacation Leave Usage by Agency
Fiscal Year 2004

Agency Name	Number of Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Kansas Technology Enterprise Corp	25	2,016.00	\$50,241.18	80.64	\$2,009.65
Ks Comm Gvmtl Stds & Conduct	9	1,131.00	\$21,959.41	125.67	\$2,439.93
KU Medical Center	N/R	N/R	N/R	N/R	N/R
Labor, Department of	23	2,385.00	\$73,328.80	103.70	\$3,188.21
Lansing Correctional Facility	1	168.00	\$3,633.03	168.00	\$3,633.03
Larned Correctional Mental Health Facility	0	N/A	N/A	N/A	N/A
Larned Juvenile Correct.Facility	2	88.00	\$4,116.28	44.00	\$2,058.14
Larned State Hospital	23	2,475.75	\$116,486.69	107.64	\$5,064.64
Legislative Coordinating Council	11	1,132.00	\$23,232.67	102.91	\$2,112.06
Legislative Division of Post Audit	21	2,674.00	\$80,597.32	127.33	\$3,837.97
Legislative Research Dept	37	3,690.00	\$105,374.82	99.73	\$2,847.97
Legislature	33	2,378.75	\$46,565.49	72.08	\$1,411.08
Library, State	4	365.00	\$8,024.51	91.25	\$2,006.13
Lieutenant Governor, Office of the	1	104.00	\$1,662.72	104.00	\$1,662.72
Lottery, Kansas	38	4,331.00	\$91,827.39	113.97	\$2,416.51
Mortuary Arts, Board of	1	152.00	\$4,378.25	152.00	\$4,378.25
Neurological Institute, Kansas	3	500.00	\$24,361.53	166.67	\$8,120.51
Norton Correctional Facility	0	N/A	N/A	N/A	N/A
Nursing, Board of	2	204.00	\$5,237.37	102.00	\$2,618.69
Optometry Examiners, Board	0	N/A	N/A	N/A	N/A
Osawatomie State Hospital	16	2,207.75	\$111,593.57	137.98	\$6,974.60
Parole Board, Kansas	3	240.00	\$11,558.03	80.00	\$3,852.68
Parsons State Hospital & Training Center	7	904.00	\$37,448.79	129.14	\$5,349.83
Pharmacy, Board of	1	96.00	\$2,629.55	96.00	\$2,629.55
Pittsburg State University	N/R	N/R	N/R	N/R	N/R
Racing and Gaming Commission, Kansas	17	1,848.50	\$48,810.02	108.74	\$2,871.18
Rainbow Mental Health Facility	5	420.00	\$22,543.06	84.00	\$4,508.61
Real Estate Appraisal Board	1	136.00	\$3,611.44	136.00	\$3,611.44
Real Estate Commission	1	76.00	\$2,075.21	76.00	\$2,075.21
Regents, Board of	27	3,873.50	\$122,466.04	143.46	\$4,535.78
Revenue, Department of	30	2,865.00	\$87,746.51	95.50	\$2,924.88
Revisor of Statutes	26	2,885.50	\$77,952.43	110.98	\$2,998.17
Secretary of State	49	4,944.25	\$88,566.92	100.90	\$1,807.49
Securities Commissioner, Office of	10	1,352.00	\$41,775.21	135.20	\$4,177.52
Sentencing Commission	7	673.50	\$11,990.14	96.21	\$1,712.88
Social & Rehabilitation Services	39	4,313.00	\$145,404.58	110.59	\$3,728.32
Tax Appeals, Board of	5	499.50	\$16,900.95	99.90	\$3,380.19
Technical Professions State Board of	2	316.00	\$8,485.71	158.00	\$4,242.86
Topeka Correctional Facility	0	N/A	N/A	N/A	N/A
Topeka Juvenile Correct.Facility	2	136.00	\$3,309.61	68.00	\$1,654.81
Transportation, Department of	10	1,125.50	\$45,932.61	112.55	\$4,593.26
Treasurer, State	31	2,826.75	\$56,223.13	91.19	\$1,813.65
University of Kansas	N/R	N/R	N/R	N/R	N/R
Veteran Affairs Commission of	4	384.00	\$10,261.46	96.00	\$2,565.37
Veterinary Examiners, Board of	3	598.50	\$13,076.30	199.50	\$4,358.77
Water Office, Kansas	3	216.00	\$7,880.41	72.00	\$2,626.80
Wichita State University	N/R	N/R	N/R	N/R	N/R
Wildlife and Parks, Department of	14	1,156.00	\$31,815.16	82.57	\$2,272.51
Winfield Correctional Facility	0	N/A	N/A	N/A	N/A
Totals	3,293.00	327,807.25	\$6,691,698.96	99.55	\$2,032.10

Comments: Agency Total Dollars was determined by calculating the vacation leave for each unclassified employee and multiplying by the employee's actual hourly rate of pay when the leave was used. Average vacation leave used per unclassified employee was determined by calculating the vacation leave for each agency and dividing by the total number of unclassified employees in the agency as of June 2004. Average dollars per employee was determined by calculating the total dollars for the agency and dividing by the total number of unclassified employees in the agency as of June 2004

Source: SHARP (June 2004); Excludes classified, temporary and student employees. "N/R" indicates leave and number of employees were not reported for regent's institutions. "N/A" indicates the agency does not have unclassified employees.

Classified Employees Sick Leave Usage by Agency
Fiscal Year 2004

Agency Name	Number of Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Accountancy, Board of	2	173.50	\$1,993.91	86.75	\$996.96
Adjutant General	45	3,542.00	\$58,511.26	78.71	\$1,300.25
Administration, Department of	581	46,599.00	\$764,054.68	80.20	\$1,315.07
Aging, Department on	164	11,879.75	\$220,106.07	72.44	\$1,342.11
Agriculture, Department of	262	18,288.75	\$317,694.70	69.80	\$1,212.58
Animal Health Department	26	1,753.00	\$24,924.24	67.42	\$958.62
Atchison Juvenile Correct.Facility	87	7,779.00	\$108,547.05	89.41	\$1,247.67
Attorney General	1	20.50	\$378.44	20.50	\$378.44
Banking Department	76	5,667.25	\$118,555.25	74.57	\$1,559.94
Barbering, Board of	1	0.00	\$0.00	0.00	\$0.00
Behavioral Sciences Regulatory Board	4	425.00	\$5,322.51	106.25	\$1,330.63
Beloit Juvenile Correct.Facility	86	4,341.00	\$61,024.74	50.48	\$709.59
Blind, School for the	26	1,868.25	\$24,997.96	71.86	\$961.46
Citizens Utility Ratepayer Board	2	218.00	\$3,256.75	109.00	\$1,628.38
Commerce, Department of	327	11,778.50	\$214,087.87	36.02	\$654.70
Conservation Commission	5	323.25	\$4,938.98	64.65	\$987.80
Corporation Commission, Kansas	129	10,916.00	\$192,263.57	84.62	\$1,490.42
Corrections, Department of	271	21,518.50	\$354,047.82	79.40	\$1,306.45
Cosmetology, Board of	10	884.25	\$10,234.59	88.43	\$1,023.46
Credit Unions, Department of	12	411.50	\$7,927.07	34.29	\$660.59
Deaf, School for the	48	3,118.00	\$36,602.57	64.96	\$762.55
Dental Board	2	36.00	\$469.28	18.00	\$234.64
Education, Department of	169	12,724.00	\$226,277.62	75.29	\$1,338.92
El Dorado Correctional Facility	456	36,872.25	\$516,668.49	80.86	\$1,133.04
Ellsworth Correctional Facility	215	13,887.75	\$202,752.95	64.59	\$943.04
Emergency Medical Services	12	824.00	\$13,327.43	68.67	\$1,110.62
Emporia State University	N/R	N/R	N/R	N/R	N/R
Fire Marshal	43	3,166.75	\$61,219.91	73.65	\$1,423.72
Fort Hays State University	N/R	N/R	N/R	N/R	N/R
Governor, Office of the	0	N/A	N/A	N/A	N/A
Healing Arts, Board of	23	2,184.75	\$29,706.94	94.99	\$1,291.61
Health and Environment, Department of	789	55,923.25	\$1,010,196.29	70.88	\$1,280.35
Health Care Stabilization Fund Bd of Gov	8	653.75	\$7,554.19	81.72	\$944.27
Highway Patrol	780	43,068.75	\$773,466.90	55.22	\$991.62
Historical Society, State	111	6,753.00	\$99,775.29	60.84	\$898.88
Human Rights Commission, Kansas	25	1,712.25	\$24,849.40	68.49	\$993.98
Hutchinson Correctional Facility	506	35,461.00	\$510,166.71	70.08	\$1,008.23
Indigents Defense Services Board	62	5,265.25	\$67,749.76	84.92	\$1,092.74
Insurance Department	30	2,931.25	\$36,339.00	97.71	\$1,211.30
Investigation, Kansas Bureau of	144	7,481.50	\$138,846.23	51.95	\$964.21
Judicial Branch	0	N/A	N/A	N/A	N/A
Judicial Council	0	N/A	N/A	N/A	N/A
Juvenile Correctional Complex	5	153.50	\$1,853.14	30.70	\$370.63
Juvenile Justice Authority	26	1,964.75	\$35,580.91	75.57	\$1,368.50
Kansas Arts Commission	7	470.75	\$8,274.09	67.25	\$1,182.01
Kansas Housing Resources Corporation	34	2,712.00	\$50,830.58	79.76	\$1,495.02
Kansas Inc	0	N/A	N/A	N/A	N/A
Kansas Public Employees Retirement System	66	5,194.75	\$82,645.17	78.71	\$1,252.20
Kansas State Fair Board	22	1,560.75	\$23,553.42	70.94	\$1,070.61
Kansas State University	N/R	N/R	N/R	N/R	N/R

Classified Employees Annual Sick Leave Usage by Agency
Fiscal Year 2004

Agency Name	Number of Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Kansas Technology Enterprise Corp	0	N/A	N/A	N/A	N/A
Kansas Commission on Govern Stds & Conduct	0	N/A	N/A	N/A	N/A
KU Medical Center	N/R	N/R	N/R	N/R	N/R
Labor, Department of	542	54,323.25	\$910,491.50	100.23	\$1,679.87
Lansing Correctional Facility	671	51,583.75	\$753,475.95	76.88	\$1,122.91
Larned Correctional Mental Health Facility	180	11,107.75	\$159,781.15	61.71	\$887.67
Larned Juvenile Correct.Facility	139	8,993.25	\$126,037.44	64.70	\$906.74
Larned State Hospital	739	51,886.75	\$671,902.49	70.21	\$909.20
Legislative Coordinating Council	0	N/A	N/A	N/A	N/A
Legislative Division of Post Audit	0	N/A	N/A	N/A	N/A
Legislative Research Department	0	N/A	N/A	N/A	N/A
Legislature	0	N/A	N/A	N/A	N/A
Library, State	24	1,373.75	\$21,215.07	57.24	\$883.96
Lieutenant Governor, Office of the	0	N/A	N/A	N/A	N/A
Lottery, Kansas	41	2,326.00	\$36,530.52	56.73	\$890.99
Mortuary Arts, Board of	2	118.25	\$1,437.82	59.13	\$718.91
Neurological Institute, Kansas	542	42,961.25	\$561,065.43	79.26	\$1,035.18
Norton Correctional Facility	255	18,026.25	\$261,852.13	70.69	\$1,026.87
Nursing, Board of	20	1,399.75	\$19,740.87	69.99	\$987.04
Optometry Examiners, Board of	1	45.50	\$837.12	45.50	\$837.12
Osawatomie State Hospital	375	31,500.50	\$428,761.17	84.00	\$1,143.36
Parole Board, Kansas	0	N/A	N/A	N/A	N/A
Parsons State Hospital & Training Center	456	38,857.50	\$528,300.72	85.21	\$1,158.55
Pharmacy, Board of	6	436.50	\$8,292.20	72.75	\$1,382.03
Pittsburg State University	N/R	N/R	N/R	N/R	N/R
Racing and Gaming Commission, Kansas	42	3,170.25	\$50,313.34	75.48	\$1,197.94
Rainbow Mental Health Facility	105	8,119.50	\$121,955.36	77.33	\$1,161.48
Real Estate Appraisal Board	1	36.00	\$730.44	36.00	\$730.44
Real Estate Commission	11	701.50	\$9,333.02	63.77	\$848.46
Regents, Board of	20	1,457.75	\$24,794.70	72.89	\$1,239.74
Revenue, Department of	1005	80,176.75	\$1,265,192.11	79.78	\$1,258.90
Revisor of Statutes	0	N/A	N/A	N/A	N/A
Secretary of State	0	N/A	N/A	N/A	N/A
Securities Commissioner, Office of the	18	835.75	\$16,381.05	46.43	\$910.06
Sentencing Commission	0	N/A	N/A	N/A	N/A
Social & Rehabilitation Services, Dept of	3378	253,319.50	\$3,938,946.77	74.99	\$1,166.06
Tax Appeals, Board of	13	1,254.00	\$16,770.60	96.46	\$1,290.05
Technical Professions, State Board of	3	158.50	\$1,982.32	52.83	\$660.77
Topeka Correctional Facility	224	16,400.50	\$238,227.71	73.22	\$1,063.52
Topeka Juvenile Correct.Facility	219	14,891.50	\$199,735.59	68.00	\$912.03
Transportation, Department of	3069	218,460.50	\$3,386,259.33	71.18	\$1,103.38
Treasurer, State	14	549.75	\$7,226.88	39.27	\$516.21
University of Kansas	N/R	N/R	N/R	N/R	N/R
Veterans Affairs, Commission on	354	26,051.75	\$301,639.16	73.59	\$852.09
Veterinary Examiners, Board of	0	N/A	N/A	N/A	N/A
Water Office, Kansas	18	1,350.50	\$29,065.27	75.03	\$1,614.74
Wichita State University	N/R	N/R	N/R	N/R	N/R
Wildlife and Parks, Department of	395	20,959.00	\$346,617.73	53.06	\$877.51
Winfield Correctional Facility	199	13,083.00	\$187,213.61	65.74	\$940.77
Totals	18781	1,368,423.00	\$21,083,680.30	72.86	\$1,122.61

Comments: Agency Total Dollars was determined by calculating the sick leave for each classified employee and multiplying by the employee's actual hourly rate of pay when the leave was used. Average sick leave used per classified employee was determined by calculating the vacation leave for each agency and dividing by the total number of classified employees in the agency as of June 2004. Average dollars per employee was determined by calculating the total dollars for the agency and dividing by the total number of classified employees in the agency as of June 2004

Source: SHARP (June 2004); Excludes unclassified, temporary and student employees. "N/R" indicates leave and number of employees were not reported for regents institutions. "N/A" indicates the agency does not have classified employees.

Unclassified Employee Sick Leave Usage by Agency
Fiscal Year 2004

Agency Name	Number of Employees	Agency Total Hours	Agency Total Dollars	Average Per Employee	
				Hours	Dollars
Accountancy, Board of	1	24.00	\$657.63	24.00	\$657.63
Adjutant General	155	12,254.00	\$176,459.92	79.06	\$1,138.45
Administration, Department of	24	1,668.50	\$50,033.72	69.52	\$2,084.74
Aging, Department on	8	172.00	\$5,745.56	21.50	\$718.20
Agriculture, Department of	14	658.50	\$17,026.93	47.04	\$1,216.21
Animal Health Department	2	164.00	\$3,855.19	82.00	\$1,927.60
Atchison Juvenile Correctional Facility	1	0.00	\$0.00	0.00	\$0.00
Attorney General	81	4,542.25	\$86,247.27	56.08	\$1,064.78
Banking Department	7	565.00	\$17,182.65	80.71	\$2,454.66
Barbering, Board of	1	60.00	\$1,076.09	60.00	\$1,076.09
Behavioral Sciences Regulatory Board	3	257.00	\$5,657.62	85.67	\$1,885.87
Beloit Juvenile Correct.Facility	1	40.00	\$1,472.72	40.00	\$1,472.72
Blind, School for the	56	3,453.75	\$58,378.45	61.67	\$1,042.47
Citizens Utility Ratepayer Board	3	226.00	\$6,473.96	75.33	\$2,157.99
Commerce, Department of	9	227.00	\$5,188.52	25.22	\$576.50
Conservation Commission	6	303.75	\$7,252.48	50.63	\$1,208.75
Corporation Commission, Kansas	63	3,616.50	\$93,831.00	57.40	\$1,489.38
Corrections, Department of	15	236.00	\$7,752.41	15.73	\$516.83
Cosmetology, Board of	1	132.00	\$2,870.28	132.00	\$2,870.28
Credit Unions, Department of	1	44.00	\$1,354.04	44.00	\$1,354.04
Deaf, School for the	100	5,691.00	\$92,980.73	56.91	\$929.81
Dental Board	1	0.00	\$0.00	0.00	\$0.00
Education, Department of	32	1,685.50	\$56,952.06	52.67	\$1,779.75
El Dorado Correctional Facility	1	40.00	\$973.18	40.00	\$973.18
Ellsworth Correctional Facility	1	40.00	\$986.83	40.00	\$986.83
Emergency Medical Services	1	88.00	\$2,658.76	88.00	\$2,658.76
Emporia State University	N/R	N/R	N/R	N/R	N/R
Fire Marshal	2	192.00	\$5,170.77		\$2,585.39
Fort Hays State University	N/R	N/R	N/R	N/R	N/R
Governor, Office of the	36	443.75	\$8,723.88	12.33	\$242.33
Healing Arts, Board of	6	481.25	\$13,215.13	80.21	\$2,202.52
Health and Environment, Department of	19	771.00	\$23,717.06	40.58	\$1,248.27
Health Care Stabilization Fund Bd of Gov	6	421.25	\$8,883.80	70.21	\$1,480.63
Highway Patrol	8	404.00	\$13,454.45	50.50	\$1,681.81
Historical Society, State	1	44.00	\$1,436.15	44.00	\$1,436.15
Human Rights Commission, Kansas	4	196.00	\$5,687.90	49.00	\$1,421.98
Hutchinson Correctional Facility	1	0.00	\$0.00	0.00	\$0.00
Indigents Defense Services Board	93	5,099.50	\$117,765.28	54.83	\$1,266.29
Insurance Department	97	7,384.00	\$168,121.67	76.12	\$1,733.21
Investigation, Kansas Bureau of	7	452.00	\$13,706.95	64.57	\$1,958.14
Judicial Branch	1838	111,342.75	\$1,709,089.62	60.58	\$929.86
Judicial Council	4	195.50	\$3,727.66	48.88	\$931.92
Juvenile Correctional Complex	0	N/A	N/A	N/A	N/A
Juvenile Justice Authority	11	520.00	\$15,056.25	47.27	\$1,368.75
Kansas Arts Commission	1	0.00	\$0.00	0.00	\$0.00
Kansas Housing Resources Corporation	7	419.50	\$7,508.07	59.93	\$1,072.58
Kansas Inc	4	130.50	\$2,500.30	32.63	\$625.08
Kansas Public Employees Retirement System	12	421.50	\$16,618.82	35.13	\$1,384.90
Kansas State Fair Board	1	4.00	\$145.66	4.00	\$145.66
Kansas State University	N/R	N/R	N/R	N/R	N/R

Unclassified Employee Sick Leave Usage by Agency
Fiscal Year 2004

Agency Name	Number of Employees	Hours	Agency Total		Average Per Employee	
			Dollars	Hours	Dollars	Dollars
Kansas Technology Enterprise Corp	25	1,355.00	\$32,129.09	54.20	\$1,285.16	
Ks Comm Gvmtl Stds & Conduct	9	542.75	\$9,978.93	60.31	\$1,108.77	
KU Medical Center	N/R	N/R	N/R	N/R	N/R	
Labor, Department of	23	1,565.00	\$39,403.19	68.04	\$1,713.18	
Lansing Correctional Facility	1	236.00	\$5,047.45	236.00	\$5,047.45	
Larned Correctional Mental Health Facility	0	N/A	N/A	N/A	N/A	
Larned Juvenile Correct.Facility	2	108.00	\$4,325.53	54.00	\$2,162.77	
Larned State Hospital	23	1,445.00	\$67,647.55	62.83	\$2,941.20	
Legislative Coordinating Council	11	479.25	\$8,905.49	43.57	\$809.59	
Legislative Division of Post Audit	21	1,039.50	\$27,776.84	49.50	\$1,322.71	
Legislative Research Dept	37	2,050.00	\$54,020.43	55.41	\$1,460.01	
Legislature	33	897.00	\$16,294.65	27.18	\$493.78	
Library, State	4	218.00	\$3,640.65	54.50	\$910.16	
Lieutenant Governor, Office of the	1	77.75	\$1,233.08	77.75	\$1,233.08	
Lottery, Kansas	38	1,498.50	\$29,498.56	39.43	\$776.28	
Mortuary Arts, Board of	1	32.00	\$924.08	32.00	\$924.08	
Neurological Institute, Kansas	3	116.00	\$5,438.38	38.67	\$1,812.79	
Norton Correctional Facility	0	N/A	N/A	N/A	N/A	
Nursing, Board of	2	104.00	\$2,631.24	52.00	\$1,315.62	
Optometry Examiners, Board of	0	N/A	N/A	N/A	N/A	
Osawatomie State Hospital	16	614.00	\$33,781.31	38.38	\$2,111.33	
Parole Board	3	92.00	\$4,497.92	30.67	\$1,499.31	
Parsons State Hospital & Training Center	7	204.00	\$6,595.14	29.14	\$942.16	
Pharmacy, Board of	1	0.00	\$0.00	0.00	\$0.00	
Pittsburg State University	N/R	N/R	N/R	N/R	N/R	
Racing and Gaming Commission, Kansas	17	728.75	\$18,532.64	42.87	\$1,090.16	
Rainbow Mental Health Facility	5	120.00	\$8,055.80	24.00	\$1,611.16	
Real Estate Appraisal Board	1	92.00	\$2,429.02	92.00	\$2,429.02	
Real Estate Commission	1	48.00	\$1,288.27	48.00	\$1,288.27	
Regents, Board of	27	1,937.25	\$58,248.63	71.75	\$2,157.36	
Revenue, Department of	30	1,302.00	\$36,442.43	43.40	\$1,214.75	
Revisor of Statutes	26	1,762.00	\$47,659.41	67.77	\$1,833.05	
Secretary of State	49	3,319.75	\$52,422.44	67.75	\$1,069.85	
Securities Commissioner, Office of the	10	1,272.00	\$37,885.11	127.20	\$3,788.51	
Sentencing Commission	7	402.75	\$7,914.28	57.54	\$1,130.61	
Social & Rehabilitation Services, Dept of	39	1,200.00	\$41,419.21	30.77	\$1,062.03	
Tax Appeals, Board of	5	244.00	\$6,759.39	48.80	\$1,351.88	
Technical Professions, State Board of	2	412.00	\$11,571.23	206.00	\$5,785.62	
Topeka Correctional Facility	0	N/A	N/A	N/A	N/a	
Topeka Juvenile Correctional Facility	2	8.00	\$261.24	4.00	\$130.62	
Transportation, Department of	10	276.00	\$10,371.34	27.60	\$1,037.13	
Treasurer, State	31	1,392.25	\$23,278.69	44.91	\$750.93	
University of Kansas	N/R	N/R	N/R	N/R	N/R	
Veterans Affairs, Commission on	4	88.00	\$2,212.66	22.00	\$553.17	
Veterinary Examiners, Board of	3	127.50	\$2,259.75	42.50	\$753.25	
Water Office, Kansas	3	72.00	\$2,441.96	24.00	\$813.99	
Wichita State University	N/R	N/R	N/R	N/R	N/R	
Wildlife and Parks, Department of	14	296.00	\$5,910.92	21.14	\$422.21	
Winfield Correctional Facility	0	N/A	N/A	N/A	N/R	
Totals	3,293.00	192,885.25	\$3,568,731.35	58.57	\$1,083.73	

Comments: Agency Total Dollars was determined by calculating the sick leave for each unclassified employee and multiplying by the employee's actual hourly rate of pay when the leave was used. Average sick leave used per unclassified employee was determined by calculating the vacation leave for each agency and dividing by the total number of unclassified employees in the agency as of June 2004. Average dollars per employee was determined by calculating the total dollars for the agency and dividing by the total number of unclassified employees in the agency as of June 2004.

Source: SHARP (June 2004); Excludes classified, temporary and student employees. "N/R" indicates leave and number of employees were not reported for regent's institutions. "N/A" indicates the agency does not have unclassified employees.

Glossary

Agency: a unit of state government assigned a unique department identification number.

Classified Service: all positions in the state service, except those which are specifically placed in the unclassified service by K.S.A. 75-2935, as amended or other sections of the statutes.

Demotion: the involuntary movement for disciplinary purposes under K.A.R. 1-10-6 or the involuntary movement of an employee from a position in one class to a position in another class having a lower pay grade.

Fiscal Year: the time period from July 1, to June 30.

Full-Time Equivalency (FTE): a unit of measurement equivalent to one full-time position.

K.A.R.: Kansas Administrative Regulation

K.S.A.: Kansas Statutes Annotated

Length of Service: total time working in the classified or unclassified service with certain exclusions per K.A.R. 1-2-46.

Notice of Vacancies (NOV): the centralized statewide listing of all classified job vacancies announced weekly to all applicants. Unclassified and temporary vacancies may be listed. The NOV is available on the Internet, at personnel offices of larger state agencies, at the Department of Labor Workforce Centers, and at the Department of Administration in Topeka.

Pay Grade: a salary and wage range in the pay plan prepared by the Director of Personnel Services as required by K.S.A. 75-2938.

Promotion: a change of employment from a position in one class to a position in another class having a higher pay grade, by an employee who meets the required selection criteria for promotion.

SHARP: Statewide Human Resource and Payroll system implemented in December 1995.

Student Position: a position filled by a student at a Regents institution.

TSA: Tax Sheltered Annuity (Regents)

Temporary Position (classified service): a position, which is limited to not more than 999 hours of employment in a 12-month period. Temporary positions do not affect the position limitation of an agency.

Temporary Position (unclassified service): a position filled by a person temporarily or designated by a legislative committee or commission or other competent authority to make or conduct a special inquiry, investigation, examination or installation.

Transfer: a change by an employee from one position with a close similarity of duties, essentially the same basic qualifications, and the same pay grade.

Unclassified Service: position specifically designated as unclassified by K.S.A. 75-2935, as amended, or other section of the statute.

Fiscal Years 2004-1995 Legislative Summary

Listed below is information about the establishment and abolishment of state agencies or parts of agencies and documents where programs were transferred as a part of that reorganization. Changes in FTE should be verified with the Division of Budget.

Fiscal Year 2004

- The Department of Human Resources was renamed as the Department of Labor, effective July 1, 2004. Certain functions and employees of the Department of Human Resources were also transferred to the Department of Commerce at this time. These functions include the Division of Employment and Training, labor exchange and training, including, but not limited to functions that relate to the Workforce Network of Kansas Board, Kansas Apprenticeship Council and Commission on Disability Concerns.
- Effective October 1, 2004, certain functions and employees were transferred to the Department of Agriculture from the Department of Health and Environment. These functions include the Food Service and Lodging Act (K.S.A. 36-501 et seq.); functions related to mobile retail ice cream vendors, food service establishments in retail food stores, vending machines, food vending machine companies and food vending machine dealers. Other transferred functions include those under K.S.A. 65-688 related to retail food stores and food processing plants and functions under K.S.A. 65-619 through K.S.A. 65-687.
- Effective July 1, 2004, surplus property programs and employees from the Department of Corrections were transferred to the Department of Administration.

Fiscal Year 2003

- The Division of Housing was transferred from the Department of Commerce to the Kansas Development Finance Authority, effective July 1, 2003.
- The administration of the Adult Care Home Licensure Act was transferred from the Department of Health and Environment to the Department on Aging, effective July 1, 2003

Fiscal Year 2002

- 11 FTE positions were added to the Board of Regents
- 19 FTE positions were added to the Larned Juvenile Correctional Facility.
- 23 FTE positions were abolished from the Department of Human Resources (currently called the Department of Labor), and three of these positions were transferred to the Department of Administration for the Workplace Safety Program
- 17.5 FTE positions were added to the Department of Education.

Fiscal Year 2001

- 137.5 FTE positions were added to the Department of Health and Environment; this includes the conversion of 141 unclassified positions to FTE positions.
- 107.6 FTE positions were added to the Department of Social and Rehabilitation Services, reflecting the conversion of unclassified positions to FTE positions.
- 92 FTE positions were added to the Commission on Veteran's Affairs for the Kansas Veteran's Home.
- 40.5 FTE positions were added to the Ellsworth Correctional Facility to staff a new unit.
- 34 FTE positions were added to the Department of Revenue to assist with collections.
- 29 FTE positions were added to the Topeka Correctional Facility to staff a new cell house
- 13 FTE positions were added to the Department of Commerce to administer Section 8 housing contracts.
- 13 unclassified positions were added to the Kansas Bureau of Investigation to assist with backlogs in the lab.
- 11 FTE positions were shifted to the Board of Regents from the Department of Education for administration of vocational education aid
- 9 FTE positions were deleted from the Kansas Racing and Gaming commission due to the closing of Camptown Race Track.
- 6 FTE positions were added to the Department of Health and Environment for expanded nursing home inspections

Fiscal Year 2000

- The Legislature abolished FTE positions that had been vacant for four years or more as determined by the Director of the Budget and in consultation with the Director of Personnel Services. This resulted in the removal of 37.7 FTE positions in eight state agencies.
- An additional 28.3 FTE positions will be deleted in FY 2001 since they have been vacant for three years or longer.
- 9.0 FTE positions were added to the Racing and Gaming Commission for the opening of a new racetrack.
- 12.0 FTE positions were added to the Department of Corrections for work crew supervisors.
- 11 FTE positions were added to Larned Correctional Mental Health Facility for security and drug treatment programs.
- 60.5 FTE positions were added to El Dorado Correctional Facility for the relocation of the Reception and Diagnostic Unit.
- 16 FTE positions were added to the Kansas Highway Patrol for new troopers for the Motor Carrier Safety Assistance Program.
- 21 FTE positions were removed from the Department of Revenue, 17 positions would be eliminated through restructuring regional tax offices and 4 would be eliminated through restructuring of the Alcoholic Beverage Control Division.
- 1.3 FTE positions were removed from the Department of Agriculture for the privatization of the Grain Commodity Commissions.
- 8 FTE positions were removed for the privatization of the Kansas Wheat Commission

Fiscal Year 1999

- The KU Hospital portion of the KU Medical Center became a public authority and is no longer part of the state agency. Approximately half of the KUMC FTE was transferred to the public authority.
- 23 FTE positions were added to the Sex Predator Treatment Program at Larned State Hospital.
- 14 FTE positions were added to the Highway Patrol
- 11 FTE positions were added to the Department of Environment for inspections of large swine feeding facilities
- 10 FTE positions were added to the Judicial Department
- 7 FTE positions were added to the Department of Revenue as part of the 1998 Tax Relief Act
- 7 FTE positions were added to the Board of Tax Repeals
- Office of the Long-Term Care Ombudsman was transferred to the Department on Aging, to the Department of Administration, this includes 5.5 FTE positions.

Fiscal Year 1998

- Long Term Care programs for the elderly were transferred from the Department of Social and Rehabilitation Services to the Department on Aging
- Winfield Veteran's Home was established on the grounds of the Winfield State Hospital and Training Center.
- Grain Inspection Department was abolished effective September 1, 1997. The grain inspection and grading component was privatized, while the warehouse program was transferred to the Department of Agriculture.
- The Juvenile Justice Authority was created to implement the Juvenile Justice Reform Act
- 24 FTE positions were added to the Department of Administration for the operation of the Topeka State Hospital Grounds.
- 20.5 FTE positions were transferred from the Department of Social and Rehabilitation Services to the Department of Health and Environment for the licensure inspection of family foster homes, child placement agencies, 24 hour care residential and detention facilities.
- 17.1 FTE positions were added to Pittsburg State University Technology Center

Fiscal Year 1997

- Topeka State Hospital and Winfield State Hospital and Training Center were closed.
- 32.4 FTE positions were added to the Attorney General's Office for Medicaid fraud and abuse
- 120 FTE positions were reduced from the Department of Corrections due to the privatization of food service in facilities.
- 23 FTE positions were shifted from the Winfield Correctional Facility to the Lansing Correctional Facility to handle increased inmate populations.

Fiscal Year 1996

- Effective January 1, 1996, all state employees were placed on a bi-weekly pay cycle.
- 1096.2 part time positions were converted to FTE to reflect the true size of the workforce.
- Kansas Youth Authority was authorized
- The Kansas Guardianship Program was created.
- 43 FTE positions were added at Winfield, Lansing, Topeka, El Dorado and Hutchinson Correctional Facility
- 9 FTE positions were abolished from the Kansas Corporation Commission.
- Farmer's Assistance, Counseling and Training Program (FACTS) were transferred from the Department of Agriculture to Kansas State University's Cooperative Extension Service, moving 7 positions.

Fiscal Year 1995

- Established the Kansas Information Resources Council and the Office of the Chief Information Architect.
- 10 FTE positions were added to Judiciary due to new crime legislation.
- 40 FTE positions were added for the Adjutant General's Retro Europe Repair Site
- 63 limited-term positions were added to the Youth Center at Larned
- 35 FTE positions were abolished from Topeka Correctional Facility due to anticipated inmate population increases
- 9 FTE positions and 62 special project positions were added to the Department of Social and Rehabilitation Services to implement welfare reform.
- 9 special project positions were added to the Youth Center at Topeka to conduct a Physical Training Program for juvenile offenders.

Classified Service - Executive Branch Position Reference Table

POSITION TYPE				
	REGULAR		TEMPORARY	
	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME
POSITION				
Counts Toward FTE	Yes	Yes	0	No
Statutory Authority	FTE Limit	FTE Limit	N/A	N/A
EMPLOYEE MOVEMENT				
Promotion and Transfer	Yes	Yes	Yes	Yes
Suspension and Demotion	Yes	Yes	No	No
Layoff Alternatives	Yes	Yes	No	No
Dismissal	Yes	Yes	Yes	Yes
SELECTION				
Selection Process	Civil Service Procedure	Civil Service Procedure	Agency Discretion	Agency Discretion
Meets MQ	Yes	Yes	Yes	Yes
Eligibility Pools Considered?	Yes	Yes	Agency Discretion	Agency Discretion
Compete with Others	Yes	Yes	Agency Discretion	Agency Discretion
COMPENSATION				
Hour Limitations	None	Below 100%	999 Hours in 12 Months	999 Hours in 12 Months
Probationary Period	Yes	Yes	No	No
Pay	Pay Matrix	Pay Matrix	K.A.R. 1-5-9	K.A.R. 1-5-9
Step Movement	Yes	Yes	No	No
Longevity Bonus	Yes	Yes	No	No
Overtime Exemption	Position Specific	Position Specific	Position Specific	Position Specific
Length of Service	Yes	Yes	No	No
BENEFITS ELIGIBILITY				
GHI	Yes	Yes ¹	No	No
KPERS (Retirement System)	Yes	Yes	No	No
Sick Leave	Yes	Prorated Basis	No	No
Vacation Leave	Yes	Prorated Basis	No	No
Holiday Credit/ Discretionary Day	Yes	Possible Credit ²	No	No
Deferred Compensation/TSA	Yes	Yes	Yes	Yes
Shared Leave	Yes	Yes	No	No
Flexible Spending Account	Yes	Yes	No	No

Unclassified Service - Executive Branch Position Reference Table

		POSITION TYPE			
		REGULAR		TEMPORARY	
		FULL-TIME	PART-TIME	FULL-TIME	PART-TIME
POSITION					
Counts Toward FTE	Yes	Yes	No	No	
Statutory Authority	K.S.A. 75-2935 or Agency Statutes	K.S.A. 75-2935 or Agency Statutes	Agency Statutes and K.S.A. 75-2935(1)(I) (Special Projects)	Agency Statutes and K.S.A. 75-2935(1)(I) (Special Projects)	
EMPLOYEE MOVEMENT					
Promotion and Transfer	Agency Discretion	Agency Discretion	Agency Discretion	Agency Discretion	
Suspension and Demotion	Agency Discretion	Agency Discretion	Agency Discretion	Agency Discretion	
Layoff Alternatives	Agency Discretion	Agency Discretion	Agency Discretion	Agency Discretion	
Dismissal	Agency Discretion	Agency Discretion	Agency Discretion	Agency Discretion	
SELECTION					
Selection Process	Agency Discretion/ Governor's approval	Agency Discretion/ Governor's approval	Agency Discretion/ Governor's approval	Agency Discretion/ Governor's approval	
Meets MQ	N/A	N/A	N/A	N/A	
Eligibility Pools Considered?	N/A	N/A	N/A	N/A	
Compete with Others	Agency Discretion	Agency Discretion	Agency Discretion	Agency Discretion	
COMPENSATION					
Hour Limitations	None	None	None	None	
Probationary Period	Optional	Optional	Optional	Optional	
Pay	Agency Statutes/Governor's Approval	Agency Statutes/Governor's Approval	Agency Statutes/Governor's Approval	Agency Statutes/Governor's Approval	
Pay Increases	Yes	Yes	Yes	Yes	
Longevity Bonus	Position Specific	Position Specific	Position Specific	Position Specific	
Overtime Exemption	Position Specific	Position Specific	Position Specific	Position Specific	
Length of Service	Typically Yes	Typically Yes	Position Specific	Position Specific	
BENEFITS ELIGIBILITY					
GHI	Yes	Yes ¹	Position Specific	Position Specific	
KPERS Retirement System	Yes	Yes	Position Specific	Position Specific	
Sick Leave	Yes	Prorated Basis	Position Specific	Position Specific	
Vacation Leave	Yes	Prorated Basis	Position Specific	Position Specific	
Holiday Credit/ Discretionary Day	Yes	Position Specific	Position Specific	Position Specific	
Deferred Compensation/TSA	Yes	Yes	Position Specific	Position Specific	
Shared Leave	Yes	Yes	Position Specific	Position Specific	
Flexible Spending Account	Yes	Yes	Position Specific	Position Specific	